Point of View By Albert H. Teich

HE NOTION of setting priorities has become something of a shibboleth among science-policy makers in the past year or two. The outlook for research funding is said to be bleak. Even the relatively modest (and generally insufficient) growth we have seen over the past several years cannot be sustained indefinitely in the face of a growing budget deficit, a weak economy, and rising demands from other claimants on the federal purse. The only way to preserve the fabric of science in these difficult times, we are told, is to set priorities-to make rational choices among the many areas of research and allocate our scarce resources among them. And if the scientists don't set these priorities for themselves, then politicians will do it for them.

But discussions of priority setting are filled with misunderstandings of the budget process and how science is treated within it. If the research community is to make a productive contribution to the growing debate over science funding, those who would take part need a better understanding of how priorities are (and are not) set in our system. One step in this direction is to recognize some of the popular myths that mislead many would-be par-

Myth #1: Budgets for rescurch programs are competing against one another for pieces of a limited pic. The federal pie is unquestionably limited, but research programs compete

for their shares against many other non-science programs, not directly against one another. This seemingly obvious aspect of the budget process is too often overlooked in discussions of priority setting. There is no single budget for research that gets divided up among different projects and disciplines. Rather, research is included in various agency and department budgets along with the other programs that those entities finance-and those entities compete against one another, first for a share of the President's overall budget and then in 13 Congressional appropriation bills.

The budget for the National Science Foundation, which is part of an appropriations bill for independent agencies as well as for the Departments of Veterans Affairs and Housing and Urban Development, thus competes against the National Aeronautics and Space Administration (since both are "independent agencies"), but it also competes against housing and veterans programs, which are much larger components of that bill. The National Institutes of Health contend with health services, labor, and social-welfare programs. The Department of Energy's research is pitted against other DOE programs and river, harbor, and dam-construction projects. Thus research programs in NSF, NIH, and DOE do not face off directly against one another, and none of the civilian research programs competes directly with Defense Department research.

Myth #2: The debate over priority setting is something new in science policy. It's not. In fact, it is a hardy perennial of science policy. When times are good, it receives little attention. But when money is tight or when the physicists demand a new multibillion-dollar accelerator, it pops back up. In the early 1960's, the proposals that eventually led to the construction of Fermilab stimulated a spirited debate over "scientific choice" (i.e., priorities). Twenty years later, in June 1981, when George Keyworth became the President's science adviser in the midst of the Reagan Administration's initial budget-cutting orgy, he announced in his first speech that the United States could no longer afford to be first in every field and that we had to set

Myth #3: Priority-setting exercises like the one recently conducted in astronomy should be followed by the whole scientific community so that priorities can be set among disciplines. The highly praised 10-year plan for astronomy is just the most recent in a long series of

priorities.



Discussions of Setting Science Priorities Are Filled With Misunderstandings

such exercises conducted within scientific disciplines. But such plans are of little help in setting priorities across disciplines. Getting astronomers to make choices among telescopes is a far cry from getting the scientific community to agree on the relative importance of molecular genetics, atmospheric chemistry, and materials science.

Myth #4: Developing criteria for judging projects is the hardest part of setting priorities in science. This is actually the easy part. Several versions have been proposed, most of which boil down to some version of those first proposed in 1963 by Alvin Weinberg, director of the Oak Ridge National Laboratory: (1) the "ripeness" of a field for exploitation; (2) the competence of scientists in the field; (3) technological utility (practical uses); (4) scientific merit (extent to which the research will illuminate problems in other areas); and (5) social merit. Putting such criteria to work in a meaningful fashion across disciplines is a much more diffi-

Myth #5: Up to now, scientists have not set priorities; they have just asked for everything they wanted. This assertion, heard frequently in Congress and coupled with an admonition that such lack of restraint can't go on any longer, is strictly rhetoric. Federal agencies are continually setting priorities within and among research programs. Scientific panels (including one in physics chaired by President Bush's science adviser, D. Allan Bromley, back in 1970) have been recommending disciplinary priorities for years, and their recommendations often have been incorporated into agen-

Myth #6: Congress is eager for scientists to recommend a coordinated set of priorities. Again, this is rhetoric. Calling on the scientific community to "get its gether" makes good press but means little in practice. Even if we suspend disbelief and assume that scientists somehow manage to reach consensus on an agenda for research, Congress would have no means of dealing with such a coordinated proposal. Responsibility for research is dispersed among a large number of committees and subcommittees, none of which has authority over the whole enterprise.

Myth #7: Setting priorities among fields of science is the most rational way to spend limited funds. Certainly, one could argue that systematically setting priorities for research is likely to lead to better results than giving

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out money according to who has the me political clout. On the other hand, it is not clear that there is a scientific or "rational" answer to the question of which area or area of research are more important. Basic biomedical research and high-energy physics, for example, are both important in different ways. While their respective contributions can be clarified by applying various criteria in practice the distribution of funds between them depends on the weight assigned to each of the criteria-i.e., the relative value society places on improving our understanding of life processes versus understanding the fundamental structure of matter and energy. Sucha decision is more a matter of political "rationality" than scientific "rationality."

Myth #8: Setting priorities will stop the dissension among scientists. No one who understands anything about science and scientists can take this assertion seriously. Scientists are advocates by nature—for their hypotheses, theories, subdisciplines, and disciplines. They are no more objective about the relative value of different fields of science than are any other human beings with vested interests, and their differences are not likely to be resolved by any conceivable priority-setting

Myth #9: Political criteria are not appropriate for setting priorities among scientific initiatives. This is partly true. Political criteria do not belong in the allocation of funds for

individual projects; at that point, scientific quality, reevance, and similar factors should be the dominant criteria. This is why the academic pork barrel is so § worrisome. But, as one moves up the scale to higher levels of decision making, the balance shifts. At the level of agency budgets and megaprojects—the big decisions—political criteria are central to the accountability of government and to the democratic process.

Myth #10: If money is cut from some areas of tesearch or some megaprojects, it will be available for other research. This is perhaps the biggest fallacy of the entire priorities debate. Scientists who advocate terminating the Superconducting Sapercollider or the human-genome project in the expectation that that will free up funds for their own areas misunderstand the federal budget process. Only rarely do cuts in one agency's programs translate into increases in another's Such tradeoffs do occur within agencies (i.e., between the ssc and other Department of Energy basic-research programs), but when two programs are in separate appropriation bills or even separate agencies within the same bill, no mechanism exists by which savings in one research program can be transferred to another.

DES ALL THIS MEAN that scientists have nothing to contribute to priority setting for research? Not at all. Scientists have a great deal to contribute, but not by pursuing the unattainable goal of a consistent set of priorities for all of science that would somehow be presented to government decision makers on stone tablets.

Discussions of priorities among researchers need to be recognized as a means of informing decision makers, of providing balanced information on the prospects miniations of various areas of research, and or moderating irresponsible claims. Such input from researchers can help decision makers block "end runs" by those who choose not to play by the rules.

While scientists' participation in budgeting and priority setting should not be expected to yield comprehensive reforms and ultimate answers, it can result in better incremental choices. But ultimately, political decision makers must make the final determinations.

Albert H. Teich is the director of science and policy programs at the American Association for the Advancement of Science.

THE CHRONICLE

of Higher Education.

January 29, 1992 • \$2.75 Volume XXXVIII, Number 21

News Summary: Page A3 "A \$50,000 penalty gets people's attention. A director of services for students with disabilities, on federal rules taking effect this week: A1

"Colleges are just now starting to try to catch up with what most of the corporate sector has been doing for a number of years." Ahealth-care consultant: A1

"The academic world has shut its doors on the murder of John Kennedy. They think it's beneath them."

A historian who uses the collections of the Assassinatio rchives and Research Center: A5

work for a wonderful agency that does marvelous things I cannot tell you about. mathematician who works for the National Security Agency: A17

This has been a terrible waste." Acollege president on a U.S. entitrust investigation: A25

We spend so much time talking about problems, it's mpossible to talk about solutions. A sludent in a freshman seminar: A33

High-school graduates usually get just one chance at college. we don't offer the most talented ing them a first-rate public

cation, everybody--hey themselves and the society that needs them-

professor of English at the iversity of Massachusetts: A48

"Most writers who can't teach are like the centipede who, when asked which foot it moved first. ikught about it a moment or two. couldn't figure it out, and became paralyzed." Anovelist on teaching writing: 83

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MANY LAWSUITS POSSIBLE

New Federal Regulations on Rights of the Handicapped May Force Colleges to Provide Better Access to Technology

By DAVID L. WILSON

Disabled students and faculty members say that federal regulations that take effect this week will provide a powerful new tool to compel colleges and universities to give the handicapped better access to campus computers and other technol-

The vast majority of colleges are not up to speed in providing the kind of technology that allows handicapped people to participate fully in higher education, computer experts say. The new regulations are expected to spur disabled students to sue institutions that they believe have failed to provide access.

'You'd Better Pay Attention'

Many institutions are unclear about the changes they must make. Computer experts believe that although the new rules are not fundamentally different from those that have been on the books for nearly two decades, the publicity surrounding them will force many campuses to spend more time and money devising systems that suit handicapped people's needs.

"Members of the disability community will be more likely to exercise their rights than they have heretofore," says Bob Silverstein, staff director and chief counsel for the Senate Labor and Human Resources Subcommittee on Disability Policy. To colleges that have failed to follow existing regulations and eliminate barriers for the handicapped, he says: "If you haven't paid attention before, you'd better pay attention

About 10.5 per cent of all college students have some dis-

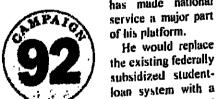


Sophomore Andrea D. Dutton: She feels "cheated" because many computers at Purdue are inaccessible to her.

Tying Student Loans to National Service Gets Campaign Spur

By GOLDIE BLUMENSTYK The idea of linking student loans and national service is gaining new visibility in the Presidential campaign-and new scrutiny from critics.

Gov. Bill Clinton of Arkansas, a leading candidate for the Democratic nomination, has made national



service a major part of his platform. He would replace the existing federally bsidized student-

government trust fund. Students could horrow money for college and then repay it either as a proportion of their income over time, or by working for two or three years as teachers, police officers, child-care workers, or in oth-

er public-sector fields. "We could revolutionize the social landscape of America," Mr. Clinton says, describing the impact of his "domestic of

For many college officials and students, Governor Clinton's proposal is far more attractive than a national-service proposal Continued on Page A26

More Colleges Tighten Benefit Programs to Meet Big Rise in Health-Insurance Costs

By DENISE K. MAGNER

The soaring cost of employee benefits, combined with a bleak fiscal outlook, is prompting many colleges to reexamine and tighten their benefits packages.

Most of the changes involve health-care benefits. Nationally, health-care costs continue to rise much faster than the rate of inflation, and colleges have not been immune. Some institutions report their costs for providing health benefits have jumped by as much as 20 to 30 per cent

As a result of that trend and a broader fiscal crunch that has led to layoffs on some campuses, changes are being made in the benefits arena. More colleges are requiring employees to foot a larger share of the bill for health insurance. They are offering new health plans that Ilmit their employees' choice of doctors and manage

Fund Raising by Public Colleges: Will Legislators Cut Support?

As public colleges show how well they can generate private contributions, even their own officials are concerned about the financial ramifications.

STORY ON PAGE AS1

more closely the care they receive. Some are considering whether, and how, to limit medical benefits for retirees. And a growing number have been using early-retirement incentives as a tool to reduce their work force.

"I'm not hearing of any universities adding any new benefits," said Judith T. Munoz, director of human resources at the University of San Diego and benefits adviser for the College and University Personnel Association. "We're all trying to do things to control costs."

Pressure Intensifies

higher education say the need to control further the cost of employee benefits has intensified amid today's heightened financial pressures.

"Colleges need to look at the particulars of their benefits plans to see if they represent what a college would do if it created that program today," said Robert M. Wilson, who retired last month as vice-president for personnel at the Johns Hopkins University. He is now an adviser to the Washington office of Foster Higgins & Co., a benefits consulting firm.

He added: "They need to see if the shar-Continued on Page A18

HONORROLL

As we have since 1989, Private Colleges and Universities magazine will again contribute to the education of deserving minority students. In 1992, thirty accomplished students will receive scholarships, which are awarded by the Private Colleges and Universities Foundation. Since its inception, The Foundation has awarded over \$239,000 in scholarships to 43 minority students from all parts of the country; the scholarship fund currently totals \$253,000. Through their participation in one or more of our 1992 editions, the institutions listed below continue to help us fulfill our pledge to assist students in achieving their educational goals. We thank all of them, and we look forward to continuing that pledge in the future.

Robert L. Leyburn, Publisher

NORTHEAST

College of the Atlantic

Saint Joseph's College

HEW HAMPSHIRE Daremouth College New England College Notre Dame College

VERMONT Green Mountain College

Norwich University Saint Michael's College

MASSACHUSETTS American International College Amherst College Anna Maria College

Babson College Bay Path College Bentley College Boston College Boston University Bradford College Dean Junior College Elins College Emerson College Harvard and Radeliffe Colleges Lasell College

Mount Ida College Smith College Springfield College Wellerley College worth Institute of Technology Western New England College

NEW YORK

Affred University Bard College Barnard Colleg Canisius College College of Insurance College of Mt, Saint Vincen College of Saint Rose Columbia University School of Engineering and Applied Science Daemen College Elmira College Fordham Universit Hartwick College

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Nazareth College of Roc New School/Eugene Lang College New York Institute of Technology Pace University Polytechnic University Pratt Institute Renwelaer Polytechnic Institute St. John's University

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NEW JERSEY College of St. Filizabeth Drew University
Fairleigh Dickinson University Georgian Court College Monmouth College nouth Colleg Rider College

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and Science Point Park College Robert Morris College Resemont College
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SOUTH Perrum College Lynchburg College

FLORIDA

KENTRICKY

NORTH CAROLINA

Campbell University

Catawba College Guilford College

Lenoir-Rhyne College

SOUTH CAROLINA

Charleston Southern University

Coker College Converse College Furman University

Berry College Emory University

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Mary Baldwin College Randolph-Macon Woman's College

Bethany College University of Charlestor Wheeling Jesuit College

Bryan College Carson-Newman College Lambuth College Marwille Colleg

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Palm Beach Atlantic College Saint Lee College St. Thomas University Stetson University ALARAMA

Judson College

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Loyola University of New Orleans

MIDWEST

Antioch College

Ashland University Baldwin-Wallace College

Marietta College

Mount Union College

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Hope College

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ARKANSAS

Arkansas College

Austin College Baylor University Houston Baptist University Incarnate Word College Le Lourneau University Northwest Institut Rice University Texas Charatian University Lexas Lutheran College University of Dallas

> WEST ANATHOM

Carnell College

KOTONIHZAW Gargaga University Scattle Paralle University

Whitman College Whitworth College

OREGON Grange Las College Pacific University Reed College

Albertson College

CALIFORNIA Agusa Pacific University Reds University Christ College Irdin (Jasensont McKenna Colleg College of Norte Dame Harvey Mudd College Legua Linda Unnersity Mount Sount Mary's College the ordered to diego Pepperdine University Santa Clara (Iniversity University of Redlands L'inversité of the Pacific Concrete of San Diego University of San Francisco Warethary University

COLORADO Callege Lillege Regas Liniversity KYW Hanau les College

Hawaii Parific College

This Week in The Chronicle

WHOSE VERSION OF HISTORY?

The debate over multiculturalism has raised questions for historians about how to interpret the past: A8

ISSASSINATION ARCHIVES

For the "Oliver Stones" of higher education, Washington has a key center for research on political assassinations: A5

EVIDENCE OF MASSIVE BLACK HOLE

Astronomers have produced a photograph of what they believe to be matter flowing into a black hole: A14

SHOCKING REVELATION ABOUT CUBAN MISSILE CRISIS A Brown U. project found last week that Cuba possessed nuclear warheads during the 1962 missile

TOMMON KNOWLEDGE' FOR ACADEME

A new journal will publish scholarship in intellectual history and cultural studies, but will avoid political polemics and "fratricidal partisanship": A10

CONCERN FOR HUMANITIES GRANTS University scholars fear that a popular federal program

of matching grants in the humanities may not survive the budget-cutting process: A27

Retail link to holidays exploited after Civil War: A10 Submerged Islands are found near Galapagos Islands: A10 Atlans found to enjoy education more than Anvericans: A10 let and deteriorating Hispanic works to be rescued: A8 Milles lead to revival of blood-pressure project: A8 Yale adds wasps to vast insect collection: A4 55 new scholarly books: A15

NOW TO TEACH WRITING

Teaching fiction is largely a matter of being there, for those who don't yet trust their inner ears. Opinjon: B3

Business students simulate stock-market trading: A23 Stadents study accres on acreen while music plays: A23 whick brought to life with multimedia material: A23 Comell students talk with Korean shop owners: A5

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COMPUTERS AND THE HANDICAPPED: NEW RULES federal regulations taking effect this week are expected ocompel colleges to give their disabled students and

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is trying use of sign language for deaf test takers: A21. Mone network keeps tabs on pregnant drug abusers: A21 Horkshop on information networks can be replicated: A21

Personal & Professional Concerns

CRUNCH HITS EMPLOYEE BENEFITS

Dramatic increases in the cost of health insurance are tading more colleges to reassess benefit programs: Al Employees at Stanford U. are angry over a proposal Rould require them to pay part of the premium for beir health insurance: A18

THE FAILURES OF STANDARDIZED TESTING esting policies in America's schools have had negative sequences for quality and equality. Opinion: B1.

THE END OF A HUMANITIES DEPARTMENT long professors at the U. of Minnesota say political hime contributed to the university's decision to end

THE COLD THAT CAME IN FROM THE COLD the care in FROM the vocality of highly secret operations, the National Academic mathematicians: A17



Peru's agrarian university is surrounded by violence from drug wars and revolution, yet it has grown steadily. Above, scientists study pineapple production: A38

Kidnaper wanted couple to crack university safe: A4 Police use dummies to thwart bag thieves: A4 University decides stray cats can stay: A4 Former priest accused of misconduct could lose tenure: A17 Professor sues college for changing a student's grade: A19 10 new books on higher education: A20

Federal & State Governments

LINKING STUDENT LOANS AND NATIONAL SERVICE The Presidential campaign is giving new visibility to the controversial idea of letting college students repay their education debts by performing public service: A1

NEW REGULATIONS ON THE HANDICAPPED New federal rules are expected to force colleges to give their handicapped students and faculty members better access to computers and other technology: A1

ANTITRUST INQUIRY ENDS FOR 19 COLLEGES The Justice Department has notified 19 colleges that they are no longer being investigated for possible violations of federal antitrust laws: A25

TEXAS COURT FINDS BIAS AGAINST HISPANICS In a stunning decision that supports charges by Hispanic groups, a judge has called the state highereducation system discriminatory: A25

BUDGET GAINS SEEN FOR SCIENCE RESEARCH Colleges expect President Bush to seek big increases for some scientific research, but not student aid: A25

CONCERN FOR HUMANITIES GRANTS University scholars fear that a popular federal program of matching grants in the humanities may not survive the hudget-cutting process: A27

BUSH SEEKS OVERHAUL OF JOB TRAINING The President's plan to coordinate federal programs has received a mixed reaction from community-college officials, who worry about too much regulation: A28

PUBLIC UNIVERSITIES ARE BEING DESTROYED State universities are not just being pruned or challenged; throughout the country, they are being stripped bare. Point of View: A48.

Controversial scholar to get Wilson Center post: A25 . Mississippi's governor threatens to use National Guard: A25 Liberal group starts campaign to register students: A5

Athletics

IRS STILL PLANS TO TAX COLLEGE SPORTS REVENUE The agency has signaled anew that funds from corporate sponsors for bowl games and sports programs will be taxed, but not other gifts to colleges: A36

BAN ON RANDOM DRUG TESTING UPHELD A state appeals court has upheld a ruling that prohibited the U. of Colorado from carrying out a

Status of sports investigations on college campuses: A37 Number of black football coaches dwindles to zero: A36 Nevada governor dismissed as defendant in NCAA suit: A36

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mandatory program: A36

PRIVATE FUNDS FOR PUBLIC INSTITUTIONS

The growing success of public colleges' fund-raising campaigns is causing anxiety at private colleges-and even at state-supported institutions: A31

MOST GIFTS TO COLLEGES STILL SAFE FROM TAX The IRS has again signaled its intention to tax corporate funds for bowl games and sports programs. but not most other gifts to universities: A36

COST CRUNCH HITS EMPLOYEE BENEFITS Dramatic increases in the cost of health insurance are leading more colleges to reassess benefit programs: A1

FEDERAL ANTITRUST INQUIRY ENDS The federal government has notified 19 colleges that they are no longer under investigation for possible

violations of antitrust laws: A25

Universities hold back on changing divestment policies: A31 United Negro College Fund to help preserve buildings: A31 U. of Florida penalized for hazardous wastes: A5

Students

DEBATE RAGES OVER A FRESHMAN SEMINAR A controversial program at the College of Wooster explores racism and sexism in society, and most students say they find it stimulating and useful: A33

ATTRITION OF DOCTORAL CANDIDATES CRITICIZED The number of people earning Ph.D.'s each year could be increased dramatically by making better use of existing programs, a new report says: A33

Most law students won't challenge professors' views: A33 15 business schools collaborate on job placement: A33 Dress code adopted for college's fitness center: A33 Students clash with administrators over co-op: A4

International

PROTECTION URGED FOR INTERNATIONAL PROGRAMS Colleges should not let financial strains lead to reductions in international activities, says the president of the American Council on Education: A38

WHERE COCAINE AND GUERRILLAS CONVERGE In Tingo María, Peru, a national agrarian university manages to grow despite the region's reputation as one of the world's most dangerous places: A38

VIOLENCE IN UZBEKISTAN

Universities in Tashkent have been closed temporarily because of fatal clashes between police and students protesting price increases and food shortages: A39

Bir Zelt condemns murder of archaeology professor: A38 Exam theft leads South Korean official to resign: A38 Australian administrators' raises draw faculty criticism: A38

Appointments and resignations in academe: A41

Calendar of coming events and deadlines: A42

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PRIVATE LEGES AND UNIVERSITIES

A Conspiracy Theorist's Assassination Archives

MARGINALIA

From The Signpost, the student paper at Weber State University:

'Several errors were made in the story 'Weber State chosen to build European satellite."

"The satellite will be built for AM-SAT International, rather than the European Space Agency, AMSAT International has worked with Weber State on previous occasions.

"The satellite will be constructed of an aluminum alloy, rather than the rocket's mounting cone.

"The satellite will act as a weight balance for the rocket, replacing materials which are usually used.

"The satellite will receive stress testing at Hill Air Force Base, rather than Thiokol. The satellite's orbit, while named by Soviet scientists, was not created by them; rather, it is one they normally use.

"Also, an error was made in the telephone number for the Gay and Lesbian Support Group listed in the Compus Calendar. . .

"The Signpost regrets the errors." Think nothing of it.

But we should talk. This one is from The Chronicle:

"Legislators and Gov. Booth Gardner are expected to tangle over proposals for averting a \$900-million deficit in the state's \$15.7-million budget."

Don't be so picky!

Masochism at the University of California at Riverside (from the student paper, Highlander):

"To oversee the honors thesis, each student chooses a faulty advi-

From the Ithaca College Ithacan: "With more women entering the work force, the image of the typical housewife is fading . . . , according to the Vice President and Management Supervisor of Saatchi and Saatchi Advertising, Jane Rohman. . . .

'Although 75 percent of all women ages 25-54 work, women continue to smolder most of the home responsibilities such as laundry, dry cleaning, and child care,' Rohman said," To keep the home fires burning?

From The Daily Tar Heel, the per at the University of North Carolina at Chapel Hill:

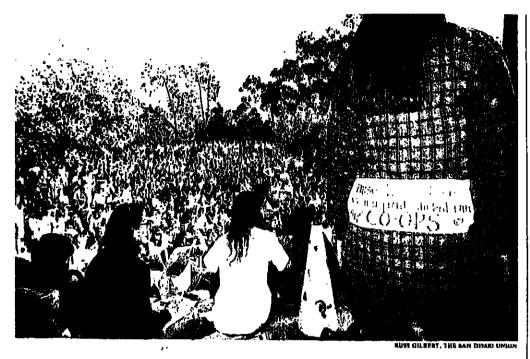
"The Daily Tar Heel recently was awarded one of five 1990-91 Pacemaker Awards for excellence in college journalism.

The Pacemaker is widely recognized as the Pulitzer Prize for college newspapers,' said Kenneth Schwartz, DTH General Manager.

. . . "The last time the DTH won a Pacemaker was in 1969. Schwartz said. 'The paper is at its highest quality that its probably ever been."

Don't blow it now!

In Brief



Students clash with administrators over co-on

was closed by police in a dispute store in the morning, university over an audit sought by the uni- | officials went in and locked the

The dispute began in the evening, when the General Store Coop was closed. University offi- | temporary restraining order, al- | intention.

Police use 'dummles'

to thwart bag thleves

NORMAN, OKLA.--In an effort-

to curb a rash of book-bag thefts

at the University of Oklahoma,

campus police have been placing

"dummy" book bags equipped

with loud alarms around the cam-

About 20 of the bags have been

put in dormitories, cafeterias, the

ty's main library. Anyone who

picks up one of the bags is greeted

by a siren of 110 decibels—a

sound that can be heard several

blocks away, according to univer-

Two students have been caught

trying to steal the bags from a dor-

mitory cafeteria. When the alarms

sounded, campus police arrested

the students. The students could

receive penalties ranging from

end to leave their bags unattend-

Students often keep expensive

laptop computers and calculators

in the bags, as well as money and

credit cards. Thleves at Oklaho-

ma have netted about \$10,000 a

year over the last several years.

problem at this university, and we

Mr. Lester said.

"We recognize larceny as a real

public safety at the university.

reprimands to suspensions.

sity police.

student union, and the universi-

angry students shattered two had changed the locks to gain constorefront windows in a student- | trol of the store. Alerted by an run cooperative at the University | alarm company, students went to of California campus here and I the store and broke the locks. surged into the building after it | When students opened the

of more than 100.

SAN DIEGO, CAL.-A crowd of | cials had entered the building and | lowing the store to remain open and requiring students to hand over co-op records that university officials have been seeking for several months

The students have opposed the university's request for an audit because they believe it is merely a | have a car. He took them one doors but were ousted by a crowd ploy by the institution to take over the co-op. University offi- him along the street. They dis Later the students obtained a cials have said that is not their until they noticed he had dray to register students

l, of Florida penalized Kidnaper wanted coup r hazardous wastes to crack university sale

GAINESVILLE, FLA.-The University of Florida faces almost MOSCOW, IDAHO-A hose and wife who work at the Was 570,000 in fines for mixing raington State University books descrive waste and hazardous were kidnaped by a man who had chemicals and storing them near to force them to open the store the campus.

The incident began when any ever, because the university has knocked at the door of the tople's home here, brandishing large, stainless-steel revolver. knew the couple worked at the bookstore, which is on the uning sity campus, nine miles for here.

The intruder demanded that couple go with him to the back store to crack its safe. They him they did not know the cont nation.

Police said the incident of curred at the beginning of the versity semester, when the naper might have expected will a lot of money in the sale. couple, who were not but in incident, told police the grind said he would drive them to store, but he did not appear and forced them to walk sheds

At Florida Atlantic ^{y.}

it's cats: 1: owis: 0

ty will be allowed to slay.

VASHINGTON—Americans for bibles for liberal causes, sturted | 18-year-olds had the opportunity tampaign this month to register | to vote.

ration Summer," a 1972 voterexistration drive aimed at college students and other young people. Democratic Action, a group that | That was the first year in which



would redirect some of the surface was would redirect some of the surface was would redirect some of the surface was a line was started. The students plat to analyze the results of their lift question survey this semester.

The students is the students in the students in the students plat to analyze the results of their lift question survey this semester.

The students is the students in the students plat to analyze the results of their lift question survey this semester.

The course. Modernization their column they brought with sor of Korean Intersture

since regulations on its handling changed last year, a university pokesman said.

PORTRAIT

The waste, stored in drums at a ite near the campus, comes from university luboratories. None of the waste has leaked or caused any health or environmental concerns, the spokesman said.

college students to vote in this

The group estimates that only

30 per cent of college students are

registered to vote. The drive will

be launched at institutions in Cali-

fornia, New York, and North Car-

Sen. Paul Wellstone (left), a

Minnesota Democrat and the

president of Americans for Demo-

cratic Action, announced the

campaign, "It is time to reclaim

American youth and reinvolve

our young people in making the

critical decisions that will deter-

The registration campaign is

called " '92 Vote: The Allard K.

Lowenstein Voter Registration

Drive." Mr. Lowenstein was a

Democratic Congressman from

New York. He organized "Regis-

mine their lives," he said.

year's Presidential election.

The state Department of Envionmental Regulation charged the The fines may be reduced, howuniversity with unlawfully blending the waste and keeping it at the in his 40's, wearing a Washinga and a good-faith effort to change storage site for longer than the 90-State University sweal & the way the waste is disposed of day limit.



thoup starts campaign

offices. He is the only staff mem-WASHINGTON Most scholars of John F. Kenneber, and the center's \$24,000 budgdy do their research at the Kennedy et, most of which goes to paying the rent, is provided by people who pay Presidential Library in Boston or at \$25 a year in dues or who make

Most days, at least before JFK.

Mr. Lesar says he does not be-

lieve any one theory about Presi-

he has been convinced since 1963

that there was a conspiracy. At the

time, he was an undergraduate at

the University of Illinois at Urbana-

Champaign, where in September

first protest against the Vietnam

1963 he organized that campus's

Asked why he has devoted so

much attention to the Kennedy as-

sassination, Mr. Lesar says: "It's a

very fundamental event in Ameri-

Since receiving his law degree in

ments, a specialty he has used re-

peatedly on the center's behalf.

The center is now in federal court

trying to obtain hundreds of thou-

sands of pages of classified docu-

ments on President Kennedy from

the FDI and the Central Intelligence

Because of his work, Mr. Lesar

also helps researchers who are not

tangling with the FBI or other feder-

al agencies over access to records.

Jerry D. McKnight, a professor of

history at Hood College, praises

Mr. Lesar for seven years of work

on his behalf in obtaining records

McKnight is writing on the bu-

reau's monitoring of Martin Luther

King's "Poor People's Campaign."

Says Mr. McKnight: "You really

can political and social history.

And it's unresolved."

Agency.

dent Kennedy's assassination, but

James H. Lesar says that, while subscribing to no one theory about John F. Kennedy's

assassination, he's been convinced since 1963 that there was a conspiracy.

the National Archives. But a small number-the "Oliver Stones" of academe-conduct research at an 'A Very Fundamental Event' unusual library here: the Assassination Archives and Research Center. The center houses documents, the center receives from five to ten books, photographs, and films phone calls with research questions and two or three visitors for on-site

about political assassinations, ranging from the attempt in 1972 on the life of then-Presidential candidate George C. Wallace to the 1865 killing of Abraham Lincoln. (The latter is particularly appropriate, perhaps, since the center is just around the corner from Ford's Theater, the assassination scene.)

The bulk of the collection is material on the assassinations of President Kennedy, Robert F. Kennedy, and the Rev. Martin Luther King, Jr. Among the highlights of the collection are more than 100,000 pages of Federal Bureau of Investigation files on President Kennedy's assussination; 50,000 pages of Los Angeles Police Department documents on the Robert F. Kennedy killing; and an index of more than 30,000 names of people linked to intelligence activities.

Controversy Over a Movie

"We have it all in one place and we make it easy to get," says James H. Lesar, president of the center. Amid the controversy over the hit movie JFK, journalists and members of the public have been floodg the center with telephone calls, seeking to use the information.

The center is a non-profit organization founded by Mr. Lesar in studying assassinations, but are 1984 as an outgrowth of the Committee to Investigate Assassinations, a group of researchers working to challenge the official explanations of President Kennedy's death. Mr. Lesur and other researchers wanted a central deposifrom the PBI for a book Mr. tury for material released by the government in response to requests or lawsuits under the Freedom of Information Act.

The archives are housed in five

rooms adjoining Mr. Lesar's law need somebody like Jim because the agencies volunteer nothing and will do everything possible to stonewall.

Scholars who use the center praise its collections. David R. Wrone, a professor of history at the University of Wisconsin at Stevens Point, says the center is "invaluable." He is the author of a bibliography of materials on the Kennedy assassination and is writing a book on the Warren Commission, which investigated the tragedy.

Researchers who use the archives say they are frustrated that most academic historians do not share their interest in the Kennedy assassination. Says Mr. Wrone: "The academic world has shut its doors on the murder of John Kennedy. They think it's beneath

Herbert S. Parmet, a professor of history at Queensborough Community College and the Graduate School of the City University of New York, says that Mr. Wrone is correct. Mr. Parmet notes that his two-volume biography of President Kennedy pays little attention to the

1969, Mr. Lesar has devoted his le-**Doubt About Revelations** gal career to helping others file lawsuits to retrieve government docu-

"Academics don't make much of conspiracy theories. They tend to be interested in the forces that move nations politically or socially," Mr. Parmet says, "My assumption is that the assassination probably had nothing to do with Kennedy's life or Administration."

Mr. Parmet, who has never used the Assassination Archives, says of the center: "If it can stimulat thinking, that's fine, but I doubt it will lead to any great revelations. The substance of that would come from files that are still classified."

Mr. Lesar says he agrees that researchers need to see documents that are still classified. But he says academic historians should stop using that as a reason to shun research on the assassination.

Says Mr. Lesar: "It's the traditional role of scholars to try to ascertain the historical truth, and they haven't done it."

Such thefts are common on 80-year-old miniature wasps that many campuses because students | were bred by U.S. Forest Service | Corrections scientists in an effort to discover a ed, said Joe Lester, director of parasite capable of devouring

A chart previewing the legislative sessions in the 50 states (The Chronicle, January 8) contained

collections in the world. It has

more than 1.5 million specimens.

according to Charles L. Reming-

ton (above), a biology professor

who is also the museum's chief

the specimens had been stored for these errors: years in a former missile silo and ■ It said that Nebraska Gov. had been inaccessible to all but a Ben Nelson had vetoed a bill to handful of researchers. Yale reprovide more aid to private-colceived the collection after the Naege students. The veto was not of tional Museum of Natural History the bill to expand aid, but of a bill providing funds for the program.

up to monitor the owls.

species

waived its right to house the spechad to do something about it," ■ The chart incorrectly identi-The Peabody Museum already | fled the institution where a faculty | students.

Yale adds wasps to vast insect collection

sect collection at Yale Universi-

ty's Peabody Museum of Natural

History has expanded dramatical-

ly with the addition of 85,000

specimens previously owned by

Most of the insects are 50- to

The 300 glass cases that contain

the federal government.

gypsy-moth caterpillars.

NEW HAVEN, CONN.—The in- | possesses one of the largest insect

member had accused he leagues of raising the grades Native students. It was the Us

■ The chart incorrectly

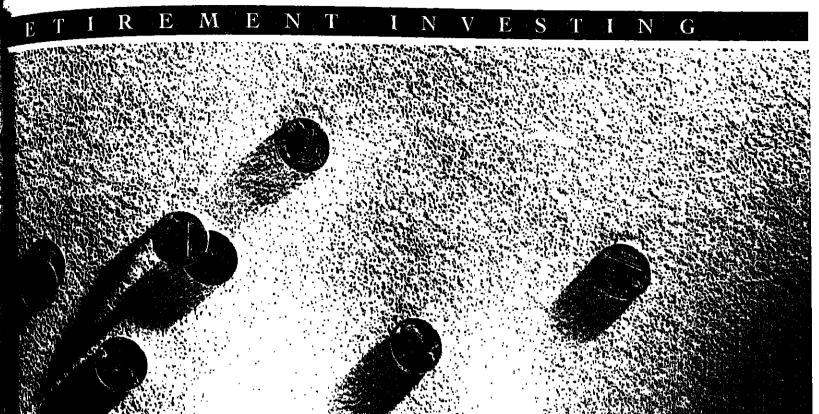
Native students. It Cornell students study Korean shop owners

The students interviewed Ko-

The chart incorrectly to the study to the students plan to analyze the results of their little would redirect some of the students plan to analyze the results of their little to analyze the results of the sult analyze the results analyze the results and the sult analyze the

and the Korean Family." is taught An gover to find out why they human-services studies, and Daheir homeland, what aspects vid McCann, an associate profes-

The Chronicle of Higher Education (1988) 0009-5982) is published weakly except the third week in August and the last two weeks in December, at 1255 Twenty-Thard Street, N.W., Washington, D.C., 20037. Subscription rate: \$67.50 per year. \$60000-class postage paid at Washington, D.C., and at additional mailing offices. Copyright © 1992 by The Chronicle of Higher Education. Proceedings of the Chronicle of Higher Educations. The Chronicle reserves the right and to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order.



EVERYONE WILL GROUTHEIR TWO CENTS WORTH, BUT WILL THE ENOUGH TO RETIRE ON?

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Lost, forgotten, and deteriorating works by Hispanic writers in the United States will be rescued for the use of scholars and other readers as part of a mammoth effort by a tiny publishing unit at the University of

Arte Público Press, which specializes in Hispanic-American literature, has received a \$2.7-million grant from the Rockefeller Foundation to recover, catalog, and publish Hispanic-American literary works in Spanish and English from the colonial period through 1960.

The project is expected to take at least 10 years and cost about \$20-million.

Nicolás Kanellos, professor of Hispanic and classical languages at the university and director of the press, said Arte Público had assembled a panel of scholars who would attempt to trace early Hispanic works about which only the title or author is known, evaluate the physical condition of old manuscripts, and catalog writings that are now in numerous archives and libraries.

The aim is to preserve everything on microfilm or as part of some kind of electronic data base. Mr. Kanellos said. Beyond that, Arte Püblico and several university presses will publish much of the material, perhaps organized around themes or time periods.

The recovery project, Mr.
Kanellos said, has the potential to
help create "a national identity
more reflective of the diverse
peoples of the United States."

Dusty files that a medicalschool professor found in his office have led to the revival of a 30-year-old research project on blood pressure.

When moving into a new office at the State University of New York at Buffalo, Maurizio Trevisan opened a folder labeled "cardiovascular disease research center."

That folder, and others in an old file cabinet, tipped off Dr. Trevisan, an associate professor of social and preventive medicine, about a study done in the early 1960's of the blood pressure, health, and habits of 2,295 Buffalo residents. Warren Winkelstein, Jr., a professor emeritus of epidemiology at the University of California at Berkeley's School of Public Health led the study when he was at Buffalo.

Dr. Winkelstein gave Dr.
Trevisan a computer tape that
contained the data and notes from
interviews of the research subjects.
Dr. Winkelstein urged Dr. Trevisan
to follow up on the study.

Dr. Trevisan and his colleagues have published two papers based on analyses of the original data: one in The New England Journal of Medicine and the other in Psychosomatic Medicine.

In their current research on
exercise and the recall abilities of the
research subjects, the scientists
hope to interview the study
participants who are still living.

seriously ch
troublesome
answers in th
or textbooks
tional standa

Scholarship

Scholars Confront Fundamental Question: Which Vision of America Should Prevail?

Multiculturalism issue draws historians into debates over framing the nation's past

By ELLEN K. COUGHLIN

As the issue of multiculturalism has gathered steam over the past few years, historians have been increasingly drawn, as they have not been since the turmoil of the 1960's, into public debates over how to interpret the past, especially America's.

Most often the debates have grown out of controversies over revisions in public-school curricula and textbooks—as has occurred in California, New York State, and Portland, Ore. Sometimes, as on the occasion of the Columbus Quincentenary, discussions have focused on the way certain contested subjects should be understood.

Every case, however, comes down to the same fundamental question: Which version of American history—or, more appropriately, whose version—is the one that should be told?

The latest potential battleground is a recently announced effort, supported by the National Endowment for the Humanities and the U.S. Department of Education, to develop national standards in history for kindergarten through 12th grade. Although the project is still in its infancy, it promises to be a contentious one, involving scholars once again in debate over competing visions of history.

"The first question one has to ask is. Whose values will be imposed?" said Harvey J. Kaye, a historian who is professor of social change and development at the University of Wisconsin at Green Bay.

Series of Key Questions

Although the public debate over multiculturalism is sometimes portrayed in rather stark terms—pitting charges of "Eurocentrism" against counter-charges of "ethnic separatism," for example—few, if any, professional historians are not committed in some degree to a multicultural approach to history.

But for scholars the issue raises a series of key questions about how American history should be conceived: Is the story of America that of a common culture or of many different, perhaps irreconcilable, ones? Given the proliferation, over the last 30 years, of research in women's history, labor history, black history, and the history of other racial and ethnic groups, is it desirable, or even possible, to impose a single narrative line on the story of America's evolution? If such a grand narrative is possible, what should it be?

While there has never been a single, monolithic interpretation of America, until recently many historians have subscribed to a general view of American history as the story of progress toward freedom.

. Questions about how to envision American history now that the old view has been scriously challenged can be especially troublesome when they require tangible answers in the form of curriculum outlines or textbooks. The attempt to establish national standards for the teaching of history is certain to raise those questions anew.

In a move announced in mid-December, the humanities endowment and the Education Department awarded a \$1.6-million grant to the National Center for History in the Schools, a curriculum-development center at the University of California at Los Angeles, to formulate "world-class standards in history education." The project was prompted by President Bush's call, as part of his "America 2000" education program, for national standards in several core subjects.

A Common Core of Knowledge

The two-year effort, said Charlotte A. Crabtree, director of the center and a professor in UCLA's Graduate School of Education, will involve a broad-based coalitron of teachers, school officials, curriculum experts, academic historians, and others.

Ms. Crabtree, who is a co-author of a framework adopted a few years ago for a

ney and others in the press and mace who have been critical of efforts a emphasize the culture and values of ern civilization in college curiots, demic research, and elsewhere.

"I'm not saying that by some nauri this will turn out to be a bad thin; said, "but we should be watchful and tical."

Questions about how to choose to competing views of American histoperennials, but lately they have some proved especially divisive, parish when the issue of multiculturalisation come entwined with the issue of the correctness, as it inevitably does, but for example, senior historians with long-time friends and allies—include Viann Woodward, John Hope has and George M. Fredrickson, all the helped pioneer the historical study to relations—freed off against each of the competing of the property of the provided of the control of

"A number of critics of the standard version of American history it has offered a vision of American history that excludes confident and the different stories that other groups have to tell."

statewide social-studies entriculum in California, acknowledged that the breadth and diversity of current research in history could make it difficult to set standards that are widely agreed upon. But she maintained that defining a common core of knowledge that all American students should possess was not impossible.

"A synthesis can be achieved; it can be done," she said. "Our common culture is constantly being renewed. The problem in the past is that the story hasn't been well told."

The project is so new that many scholars still do not know much about it, but some historians familiar with the effort expressed ambivalence.

Danger of Political Manipulation

"I start with a general philosophical feeling against it," said Kenneth T. Jackson, a professor of history at Columbia University who has been asked to participate in drawing up the new standards. "The concept is at least value free. But the danger is that it can be politically influenced by people on any side in the whole matter, and it can be difficult to find a consensus."

Mr. Jackson, a member of a committee charged with drawing up a revised social-studies curriculum for New York State, last year issued a dissenting opinion on the committee's final report, criticizing the new curriculum for its overemphasis on ethnic differences in American society.

Mr. Kaye of Wisconsin also fears the danger of political manipulation in writing national standards for history, but he is more decided in his opinion about where it will come from: Bush Administration officials such as NEM chairman Lynne V. Che-

the pages of the New York Redeads over such questions as whether that tory had fallen into the trap of past cultural separatism.

Broad Intellectual Issues Underlying such debates are booking

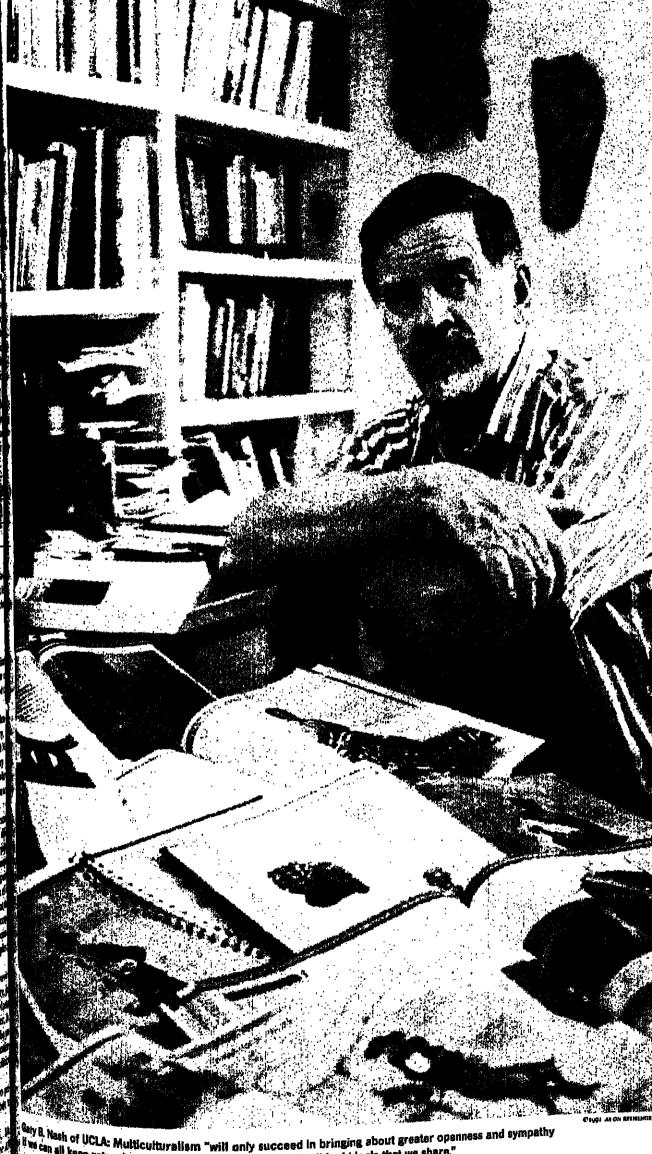
lectual issues about where the set search of the last few decades has be describing of history.

"What we're doing is applying the cratic principles to American history the study of American culture," sill lrvin Painter, professor of history Princeton University, "People in voices had been muted or silenced part be heard."

Most historians would find that do the unexceptionable, but would about what that means for the interestion of history. Many argue, for each that the increasing diversity of view in historical research and teaching a diversity should nevertheless be interested into an idea of America as a decolutor e built on such common principle liberty, democracy, and equality.

In his book. The Disuniting of Anti-Reflections on a Multicultural Society, published in hardcover by W. W. No and Company, Arthur M. Schlesings, describes the history of America and ry of the development of "a unique of al character based on common publicals and shared experiences."

"The point of America was not by serve old cultures." he added, "his forge a new American culture." Like Mr. Juckson of Columbia.



that can all keep returning to some common values and political ideals that we share."

Cuba Said to Have Nuclear Warheads During 1962 Crisis

Participants in Brown U. project disclose surprising finding

By KIM A. McDONALD

Soviet forces in Cuba during the 1962 missile crisis were armed with nuclear warheads and had the authority to use them against a U.S. invasion. That brought the United States closer to a nuclear war with the Soviet Union than American officials realized.

Details about the confrontation, unknown to anyone in the Kennedy Administration at the time, were revealed last week by participants in a Brown University study of the missile crisis.

Robert S. McNamara, who was Secretary of Defense for Presidents Kennedy and Johnson, said the new information came from Russian officials at a meeting this month in Havana that he and other members of the Brown University project attended.

'Very Frightening' Revolutions

Speaking at a press conference here, Mr. McNamara called the disclosures "very frightening," adding that if Nikita Khrushchev, the Soviet premier, had failed to withdraw the missiles from Cuba and an American invasion had been carried out, the outcome would certainly have been a nuclear war.

He said Russian officials had told the group that the Soviet forces in Cuba in October 1962, amounted to 42,000 troops, a much larger number than the 10,000 estimated at the time by the U.S. Central Intelligence Agency.

Mr. McNamara said CIA officials had also told President Kennedy that although missiles and missile launchers had been detected in Cuba by reconnaissance aircraft, they did not believe any nuclear warheads were present.

However, Russian officials said at this month's meeting that the Cubans "possessed 36 nuclear warheads for the 24 intermediate-range missiles that were capable of striking the United States" and an additional 9 tactical missiles and nuclear warheads that were intended to be used against a U.S. invasion, he said.

"We were further informed that the authority to utilize those nuclear warheads had been delegated to the Soviet field commanders in Cuba without further authorization from Moscow," Mr. McNamara added.

"We do not need to speculate about what would have happened had the U.S. attack been launched, as many in the U.S. government—military and civilian alike—were recommending to the President on October 27th and 28th. We can predict the results with certainty."

Tactical Weapons Recommended

and programming and in programming and in the contract of the

Mr. McNamara said he had recommended to President Kennedy that any invasion of Cuban be carried out with tactical rather than nuclear weapons.

But no one should believe that U.S.

Continued on Page All

RESEARCH NOTES

- Retail link to holidays exploited after Civil War, scholar says
- Submerged Islands are found near Galápagos archipelago
- Study reveals Asians enjoy education more than Americans

Retail merchants, helped by holiday by commercial interests. increasingly unhappy with the the advertising industry and Mother's Day was created by a "profiteering," and in 1920 formaltrade magazines, began to real- teacher named Anna Jarvis, who ly denounced the industry. ize the commercial potential of American holidays after the censed mother. She intended the Civil War, writes a Drew Univer- day to be a spiritual occasion, but sity historian in the current (De- the florist industry latched onto it American History.

Eventually, says Leigh Eric Schmidt, the retail industry began of the observance of the first Mothto create holidays or to capture er's Day, that everyone wear a largely evolved before those isnew ones for their own purpose.

In the early part of the 19th cencivic celebrations. It was only later of flowers with the day. By 1910, have debated where the species pils. in the century, with the growth of he says, the trade magazine Flo-now living on the Galápagos origidepartment stores, that businesses to promote the decoration of evolve to their present state.

the evolution of Mother's Day as a vis was glad of the florists' help in are descended from ancestors on old W. Stevenson, a professor of left to plan classes at night are

wanted to honor her recently deimmediately, says Mr. Schmidt.

white carnation. The innocent suggestion created an unprecedented demand for white carnations, Mr.

-ELLEN K. COUGLILIN

New geological evidence for florists' interests by urging, as part theory that animals living on the Galápagos Islands may have

lápagos Islands inspired Charles

researchers who have calculated Michigan and the leader of acthe pace at which species evolve parative study of America have said that the iguanas on the East Asian elementary school islands would need more than three million years to evolve.

The new geological evidence was based on studies of the submerged islands near the Galapagos archipelago conducted by David results of his research at a mean M. Christie, an assistant professor of oceanography at Oregon State

University and colleagues. In the January 16 issue of Nature, the researchers say that the submerged islands are at least nine million years old and could have mmediately, says Mr. Schmidt.

submerged islands off the coast

Jarvis inadvertently abetted the of South America supports a of species that now live on the Ca
of species that now live on the Casubmerged islands off the coast served as a home for the ancestors

A 10-year comparative study The spectacular fauna on the Ga- of East Asian and American elementary schools has found that like Christmas and Independence Schmidt writes, and florists quick- Darwin's theory of evolution. But Asian children enjoy their edu-Day were still largely religious or ly began to broaden the association since Darwin's time, scientists cation more than American pu-

"To the amazement of many the retail industry and especially of rists' Review was urging retailers nated and how long it took them to Americans, the high levels of began to see the uses of holidays churches, homes, and cemeteries Scientists now generally agree schools are not the result of rote with flowers on Mother's Day. that the species on the three-mil- learning and drill by overburdened, At first, Mr. Schmidt says, Jar- lion-year-old Galápagos Islands tense young children," says Harkey example of the capture of a promoting the day. But she became the South American continent. But psychology at the University of weekends.

America this month.

Mr. Perl.

Ms. Fox-Genovese said theis

nal was being produced by a "p

otal generation" of intellectal

feminism and black majoriti

but who had been educated by

people who did not live the

Instead of a statement of pa

pose in the inaugural isse, to board calls for papers that address

the kinds of topics they would

to see the journal handle. The

Reassess how to make the

judgments about works of state

Explain how and wheast

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Discuss the history of part

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■ Explore the psychoana

how it can be used to underst

historical and cultural change.

as a single cultural and politicale

experiment with different forms

Several people will review of

hook, for example. Sometime

reviews will be of books public

long ago, such as the discus

Thorstein Veblen's 1916 The No.

Six columnists will write regular

In the first issue, Mr. Rorty, Po.

■ Challenge the idea of Europ

childe articles that:

runtimued From Page A8 Schlesinger, a professor in the hu-In Asia, Mr. Stevenson ste manities at the Graduate Center of "children are motivated to ke the City University of New York, teaching is innovative and interalso issued a dissenting opinion on the revised curriculum for social Mr. Stevenson reported to a

studies in New York. Other historians are not quite as of the Mathematical Associated insistent as Mr. Schlesinger on the idea of a single American culture. Mr. Stevenson and colkage idea of a single American studied elementary schools in Section idea of a single American to but they do see the importance to but they do see the imp

apolis; and Chicago. In tack ing ideas. "Multiculturalism provides the lápagos. —DAVID 1. WHIELLER classrooms in 10 to 20 elements sive history that will promote muschools and selected six boyes that respect among people of different religious and cultural backsix girls for intensive study. Mr. Stevenson said the keet grounds," said Gary B. Nash, prepared by teachers in Asiana be more interesting to studen than those prepared by Americal teachers because teachers is ki

professor of history at UCLA. "But a will only succeed in bringing about greater openness and sympathy if we can all keep returning to some common values and political have more time at school to pe ideals that we share. No curricumare their lessons. Japanesend hun reform can stand in isolation of ers in Sendai, for example, an the social and political world charge of classes 60 per centre around it. If that world is so deeply fractured that you have no comteachers typically run a classe. mon ground, then multiculturalism

A Single Story Line?

Mr. Nash is one of the authors of a new series of social-studies text-

Cuba Said to Have **Nuclear Warheads** During 1962 Crisis

James G. Blight, director of the Cuban missile-crisis project at Brown's Center for Foreign Policy Development, said the group had also obtained at the meeting three recently declassified documents related to the crisis. The meeting was attended by officials from the linee countries, including Cuban leader Fidel Castro. The documents were made public for the

The second is a letter from Khrushehev to Castro, dated October 22, the first communication belween the two leaders after the criis began, and the third is a letter willen by Khrushchev on January 31, 1963, explaining to Castro why

ing that American society is too understandings have been badly fragmented to admit of a single shaken, though not irretrievably. core culture or a single story line for its history.

dard version of American history say it has offered a vision of Ameri- Joyce O. Appleby, professor of can history that excludes conflicts and the different stories that other the Organization of American Hisgroups have to tell," said Joan W. Scott, a historian at the Institute such a narrative was possible. for Advanced Study in Princeton, N.J., who counts herself among such critics, "Those critics are saying that there is no possibility of a single representation of tradition or of the meaning of the American

Multiculturalism Issue Draws Historians Into Debates

"There's no question but that the old grand narrative has been "A number of critics of the stan- disturbed and we don't have a narrative to put in its place," said history at UCLA and president of torians. But she maintained that

Some say the theme for that narrative may already be apparent in the research on America's minority groups: the long struggle to realize the American ideals of equality and democracy.

"I think we can attempt to tell a single story," said Mr. Kaye, "but

about liberty and democracy."

Within the confines of academe, such debates are relatively muted. When they enter the public arena, and begin to involve public officials, newspaper columnists, and others outside the universities, differences appear more stark.

Many historians say that is because the historical research of the penetrated the public conscioustheir more specialized work accessible to a general audience.

Others point to academic historians' decades-long reluctance to be-she said.

it should be complex and pluralis- come involved in writing curricula tic. It may be a theme of struggle or textbooks for the schools. "It's only in the last half dozen years or so that they have begun rebuilding those bridges," said UCLA's Mr. Nash. If historians had been working with the schools all along, he said, the new research in history would have filtered down to precollege textbooks long before this.

Whatever the problem, said Princeton's Ms. Painter, many of the people outside academe who seem resistant to a more multicullast three decades has not fully tural history often have little or no appreciation of the amount of work ness, and they blame that on the and the kinds of questions that are failure of most scholars to make involved in recent historical re-

"Those questions are fundamentally recasting American studies."

'Common Knowledge': New Journal Aims to Build Bridges in a Fractured Academic World

to sleep one night in 1914. Deciding it was because she wasn't having any good conversations anymore, she promptly sold all her possessions except for a piano, moved into a tent near Luke Michigan, and founded The Little Review, a literary journal that changed America's intellectual landscape for the next

It's that maverick spirit that Jef-

fractured academic world.

they can experiment in peace and

The Little Review published the

Common

Jeffrey M. Peri, editor of "Common Knowledge": "We don't

want the profession to continue destroying itself."

start Common Knowledge, a new Ulysses in this country. For a one must 'take'-is at best obso-Margaret Anderson couldn't get journal meant to build bridges in a while, Ezra Pound served as its Eulete and impractical." ropean editor.

'We don't want the profession to continue destroying itself," said jump-start stalled conversations in ber of the editorial board, said it Mr. Perl, the journal's editor and a the humanities and social sciences. would scrutinize the idea that all professor of humanities at the Uni- The interdisciplinary journal will intellectual questions are reducible versity of Texas at Dallas, "Com- publish scholarship in intellectual to autobiographical dimensions, mon Knowledge will be a place history and cultural studies, but where people can experiment, and will avoid political polemics and She said the journal would try to "fratricidal partisanship," its edi-

frey M. Perl says inspired him to first excerpts of James Joyce's



The first issue, due out in late The issue also includes poetry by for social change. Denise Levertov, a portion of a novel by the feminist psychoana-

the poet Henri Coulette. Oxford University Press will put out the journal three times a year. Mr. Perl said it was meant as a forum where scholars of varying political and intellectual stripes could talk to each other and to a wider audience. He said it was needed

The new journal comes at a time adopted. e work of left-wing schol-

neo-conservative. Recently, a handful of new journals have committed to reaching a adhere to particular party lines. broad audience. They include The Common Knowledge's editorial

While the journal has no party Common Knowledge aims to line, Ms. Fox-Genovese, a memsuch as race, gender, or sexuality. define what kinds of knowledge and experiences are shared. "Is it still possible to talk of the human condition?" she asked.

Ms. Fox-Genovese said it would March, will include pieces by the stand in contrast to journals philosophers Bernard Williams and that are associated with theories Richard Rorty, the feminist historioof postmodernism, which many an Elizabeth Fox-Genovese, and scholars argue are overly theoretithe cultural critic Greil Marcus. cal and offer no practical program

"We're living in a postmodern world," she said. "But postmodlyst Julia Kristeva, and the previern theory and the politics of idenously unpublished notebooks of tity don't necessarily represent the best way to come to terms with that

Mr. Perl denied that the journal was meant to turn back the clock. Members of the editorial board, he said, are central to current debates because too many scholarly outlets about politics and culture, but they are strictly political and appeal to remain skeptical about how quickly the new orthodoxies are being

Mr. Perl began thinking about ars is increasingly under attack as the journal while teaching at Coarcane and divisive, if not nihilis- lumbia University. He came to the tic. Several academic journals that University of Texas after being deappeal to a general audience are nied tenure, in part, he said, hecause his scholarship, on T. S. Eliot's philosophical writings, did not

ture of Peace in the first issue. American Prospect, The Respon- board includes many European inly on topics they choose. sive Community, and Contention. tellectuals, but few African and fessor of humanities at the Unix In a brochure announcing Com- Asian scholars who have fueled demon Knowledge, the editors bates over multiculturalism in the sity of Virginia, urges fellow school life is composed of 'issues' and that issues are shaped like battlefields or game boards. issues are shaped like battlefields a heavy dose of the so-called linor game boards— with 'sides' that
guistic-turn philosophers, who are lutions to world problems such as the so-called linguistic-turn philosophers, who are or game boards—with 'sides' that guistic-turn philosophers, who are futions to work extremely skeptical about grand hunger and overcrowding.

are a pretty radical bunch." 9

books for kindergarten through eighth grade in California. The books have been widely hailed by scholars and educators for their representation of diverse racial and chaic groups, but have nevertheless been attacked by some critks-Mr. Nash maintained that the number was small-as being 'deeply Eurocentric.'' generation that lived the 60's at

Where Mr. Nash sees unifying threads in the American story, others take a more radical view, argu-

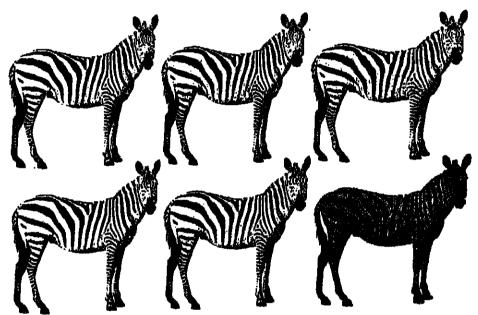
Continued From Page A9 troops could have been attacked by lactical nuclear warheads without the U.S.'s responding with nuclear warbeads," he added. "And where would it have ended? In utter disas-

first time at the press conference.

One is a drast agreement belween the Soviet Union and Cuba o deploy nuclear missiles on the island. It was to have been signed in November 1962, but was Rapped because of Khrushchev's decision to withdraw the missiles.

he had withdrawn the missiles from

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2500 West North Avenue, Baltimore, MD 21216 \$7 per issue; \$28 per year. Send research articles for publication on disks WordPerfect 5.1. In this photograph, the disk of hot gas flowing into the black hole appears as a bright spot at the galaxy's core. Extending from the core is the long jet of plasma.

Space Telescope Produces Image of Matter Near Black Hole

be a large concentration of fiery tronomical Society. matter flowing into an extremely

massive black hole.

ATLANTA tained by the Hubble Space Tele- of hot, electrically charged gast A team of astronomers has obscope, was released this month at a anating from the core. tained a picture of what appears to meeting here of the American As-The team of astronomers, has ed by Tod R. Lauer of the Nation

The photograph (above) shows Ontical Astronomy Observation an extremely bright central core of in Tucson, Ariz., said the imp The photograph, which was con-matter within a giant elliptical galstructed from infrared images ob- axy known as M87, and a thin "jet"

> black hole. Mr. Lauer emphasized that photograph alone does not cond sively prove the existence of black hole.

shows the stars in M87 increasing

more concentrated toward them

tral core, as if drawn inwardby gravitational pull of a mass

"It looks like a duck, buty haven't heard it 'quack' yet,"

The astronomers noted that it calculations, which will need to confirmed by additional observe tions, suggested that if a blackhit exists within the galaxy, it is about 2.6 billion times as massive as the

5,000 Light Years From Cort

Scientists believe matter fill into a black hole becomes extens ly hot and radiates energy as it accelerated to near the speed light by the black hole's grant tional tug.

In M87, the photograph sugges that this matter has formed, arous the inferred black hole, a dist hot, electrically charged gas, plasma, whose emissions can be seen as the bright spot in t

graph. The astronomers believe central disk is the source of plasma jet that can be seen exit ing 5,000 light years from the A light year, the distance which light travels in one year!

nearly 5.9 trillion miles. M87, which is located in the cu stellation Virgo, is about 52 milion light years from Earth and conlai about 100 billion stars. It is one the brightest galaxies in the next region of the universe and can be seen with a small telescope. -KIM A. MCDONA

NEW SCHOLARLY BOOKS

Compiled by NINA C. AYOUB The following list has been comgiled from information provided by e publishers. Most of the books are scheduled for release this month, but publication dates— ss well as prices and numbers of pages—are sometimes approximate and are subject to change without notice. Some publishers offer discounts to scholars and to people who order in bulk.

The Life and Times of Grandfather Alonso:
Onture and History in the Upper Amazon,
by Blanca Muratorio (Rutgers University
Press; 295 pages; \$40). Combines a study
of the Amazonian region of Ecuador with
the life history of a Quichus Indian eider.
local Inequality in Oznace: A History of
Sesistance and Ghanga, by Arthur D.
Murphy and Alex Stepick (Temple University Press; 282 pages; \$39.95 hardcoyer, \$16.95 paperback). Explores povlyaten city.

MET AND ARCHITECTURE

Charles Cernier's Paris Opera: Archit d Expathy and the Renaissance of fresh Classicism, by Christopher Mead fur Press; 496 pages; \$60). Shows how the opera house's design and constructhe open mouse succession and contaction reflect intellectual, politicul, and other aspects of its architect's career.

Femals Art and Architecture: Object and Contact in South Constal Peru, child by Canage in South Courter Peru, Canada by Anne Paul (University of Iowa Press; 455; pages; \$29.95). Includes original essury on the pottery, textiles, and other arts of the ancient Peruvian society.

Agai Photosynthesis: The Measurement of Algai Gas Exchange, by Richard J. Gelder and Bruce A. Osborne (Chapman & Hall; 272 pages; \$42,50). Evaluates approaches prosches for measuring gas exchange i

The Poem of Empedocles: A Text and Installen With a Commentary, edited by Brid Inwood (University of Toronto Press; 320 pages; \$45 U.S.). Edition of writings by the Greek philosopher who lived during the fifth century n.c.

International Taxastion in an Integrated World, by Jacob Frenkel, Assuf Ruzin, and Efraim Sadka (MIT Press; 220 pages; 327.50). Considers the relationship between sovereign nations' tax policies and the flow of international capital and sould in an integrated world economy. International capital and sould be a control of the components of the components of the capital flowestment of the capital Interiment Opportunities, Household Saving, and Rates of Return on Investment:
A Case Study of the Green Revolution in Bangladesh, by Abdullah Shibbi (University Press of America; 174 pages; \$34.50). Describes the Impact of new agricultural schoologies on farmers' household-saving rates in Bangladesh.

folitales and Reality, by Luiz Röhrich, Irasilated by Peter Tokofsky (Indiana University Press; 320 pages; \$39.95). Fast English translation of the European scholar's 1956 Ireatise in which he challesed "ideational" theories of folklore. Romanaing the Reali Folklore and Ethnogapake Representation in North Africa, by Sabra J. Webber (University of Pennsivania Press; 291 pages; \$27.95). Discusses the use of hikayath, a colloquial Arabic verbal art form, among residents of the Turistica. Arabic verbal art form, among residents of the Tunisian port of Kelibia.

Red Places: Reading the Landscape of America's Mistorio Mining Districts, by Richard V. Francaviglia (University of love Press; 257 pages; 335). Explores the visual and historical character of mining landscapes across the United States.

hading in the American Weat: From the Gold Rush to Dersgulation, by Lynne Petson Doti and Larry Schweikart (University of Oktabona Press; 368 pages; 33.50), Covers 16 states from the mid-lish century to the present.

The 1830 Revolution in France, by Pamela Patenn (St. Martin's Press; 247 pages; 359). Examines the origins and significance of the July Revolution against the Eventuent of King Charles X.

bimpler of Liberty: Hative America and

the Soviet bureaucracy to modify its edu-cation-reform efforts during the period. he Krobo People of Ghana to 1892: A Political and Social History, by Louis E. Wilson (Ohlo University Press; 253 pages; \$20). Traces the history of the fourth largest ethnic group in the West

African country. The Military Orders: From the Twelfth to the Early Fourteenth Centuries, by Alan Forcy (University of Toronto Press; 27% ranges; \$60 U.S. hardcover, \$18.95 U.S. paperback). Discusses the Knights Templar, the Teutonic Knights, and other milplar, the Teutonic Knights, and other mil-itary orders formed during the period. The New Democracy: Challenging the So-cial Order in Industrial Ontario, 1914-1925, by James Naylor (University of Toronto Press; 336 pages; \$55 U.S. hard-cover, \$18.95 U.S. paperback). A study of lubor unrest and working-class politics in southern Ontario.

the countryside ransacking and burning the chateaus of the aristocracy. "Just Call Me Mitch": The Life of Mitchell F. Hepburn, by John T. Saywell (University of Toronto Press; 637 pages; \$50 U.S. hardcover, \$19.95 U.S. paper-Simple Decency and Common Sense: The Southern Conference Movement, 1938-1963, by Linda Reed (Indiana Universiback). A biography of the Canadian poli-tician who served as premier of Ontario

from 1934 to 1942. the Kremlin and the Schoolhouse: Reform-ing Education in Soviet Russia, 1917-1931, by Larry E. Holmes (Indiana University Press; 214 pages; \$25). Shows

the Evolution of Democracy, by Donald A. Grinde, Jr., and Bruce E. Johansen (American Indian Studies Center; 320 pages; \$15). Shows how the founders of the United States combined European

and American Indian ideals into a new

notifical system.

The ideology of the Great Fear: The Soissonals in 1789, by Clay Ramsay (Johns Hopkins University Press; 352 pages;

\$45). Examines the attitudes and assumptions that contributed to the "Great Febr" of July 1789, a series of uprisings in

which French pensants stormed through

HISTORY OF SCIENCE

ty Press; 257 pages; \$29.95). Examines the activities of the Southern Conference for Human Welfare and the Southern Conference Educational Fund, two reform groups that laid much of the ground-work for the civil-rights achievements of

The United States Military Under the Con-sitution of the United States, 1789-1989, edited by Richard H. Kohn (New York University Press; 465 pages; \$40). Includes original essays on such topics as the character and role of the citizen-soldier and the use of U.S. military forces to maintain domestic order.

n the Wake of Gallieo, by Michael Segre (Rulgers University Press; 192 pages; \$27.95). Examines Galileo's influence on

LINGUISTICS

Blackfoot Grammar, by Donald G. Frantz (University of Toronto Press; 159 pages; \$45 U.S.). A description and analysis of Blackfoot, a North American Indian lan-

Chauser and His French Contemp by James 1. Wimsatt (University of To-ronto Press; 378 pages; \$60 U.S.). Focuses on links between Chaucer's poetr

and that of the French writer Oton de Granson.

Adages: Il 1 1 to II VI 100, edited and translated by Roger Mynors (University of Foronto Press; 479 pages; \$100 U.S.). Translation of the third 500 of the more thun 4,000 adages collected by the Dutch

Remaissance scholar.

L. Peretzand the Making of Modern Jaw-lah Culture, by Ruth R. Wisse (Universi-ty of Washington Press; 146 pages; \$20).

A study of Isaac Leib Peretz (1852-1915), a Polish writer who sought to use Yiddish

a Poish writer who cought to use Tritors literature as a means of promoting cohesiveness in the Jewish community.

Marlowe, Shakespeare, and the Economy of Theatrical Experience, by Thomas Cartelli (University of Pennsylvania Press; 241 pages; 528.95). Describes the psychological assistant and political experiences. psychological, social, and political ex-changes "negotiated" between plays and their audiences in the Elizabethan

era.

Masks Outrageous and Austera: Culture,
Psyche, and Persons in Modern Women
Poets, by Cheryl Walker (Indiana University Press; 240 pages; \$37.50 hardcover, \$14.95 paperback). Explores the
stylized self-images projected by six
American poets—Louise Bogan, Hilda
Continued on Following Page



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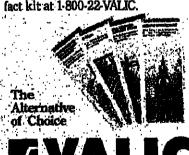
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Continued From Preceding Page Doolittle, Amy Lowell, Edna St. Vincent Millay, Sara Teasdale, and Elinor Wylie. loorings and Metaphors: Figures of Cul-ture and Gender in Black Women's Literature, by Karla F. C. Holloway (Rutgers University Press; 218 pages; 536 hard cover, \$14 paperback). Focuses on Ton Morrison's Beloved and Flora Nwapa's

Flura in a study of the work of contemporary black female writers in the United States and West Africa. States and west Africa. Newspaper Days, by Theodore Dreiser, edited by T. D. Nostwich (University of Pennsylvania Press; 825 pages; \$49,95). Unexpurgated edition of the American orier's memoir of his life us a journalist in Chicago, St. Louis, Pittsburgh, and New York in the 1890's; restores passages that were cut for reasons of sexual frankness before the 1922 publication of the work as A Book About My Life. Olive Schrolner's Flotion: Landscape and

Power, by Gerald Monsman (Rutgers University Press: 201 pages: \$45). A critical study of the South African writer and feminist who lived from 1855 to

1920.
Petrarch's Remedies for Fortune Fair and Foul: A Modern English Translation of "De remediis utriusque Fortune," With a Commentary, by Courad H. Rawski tindiana University Press; the five-volume set has 2,182 pages and costs \$395). Translation of the 14th-century Italian post's tentific.

poet's treatise. oets, Poetics, and Politics: America's Literary Community Viewed from the Letters of Rolfs Humphries, 1910-1989, edited by Richard Gillman and Michael Paul Novak (University Press of Kunsus; 320 pages; \$35). Edition of the corresponpages; 533). Edition of the correspon-dence of the American poet, translator, and critic, whose friends in the liter-ary community included Louise Bosan, Theodore Roethke, and Edmund Wilson. Rare Book Lorer Solections from the Let-ters of Ernest J. Wassan, edited by Jack Matthews (Ohio University Press; 278

pages; \$34.95). Annotated collection of letters by the 20th-century American Remizov's Fictions, 1900-1921, by Greta N. Slobin (Northern Illinois University Press; 212 pages; \$30). Uses the works of the writer Aleksei Romizov to trace the

st to the modern tradition

Search for a Fether: Sartre, Paternity, and the Queation of Ethics, by Robert Har-vey (University of Michigan Press: 248 pages, \$32,50). Considers the philosop cal significance of the recurrent theme of raternity in Sartre's fiction, drama, and

rollifical writings.
The Shifting Fortunes of Wilhelm Reaber A
History of Criticism as a Cautionary Tale,
by Jeffrey L. Sammons (Camden House) by Jeffrey L. Sammons (Camden House; 163 pages; \$36). Traces changes in the lit-erary reputation of the German novelist who lived from 1831 to 1910.

The Shriek of Silence: A Phenomenology of the Holocaust Novel, by David Patter-son (University Press of Kentucky: 180

pages; \$24). Draws on the theory of Mikhail Bakhtin in a study of more than 30

writers of Holocaust novels.

Structures from the Trivium in the "Cantar de Mio Gid," by James F. Burke (University of Toronto Press; 239 pages; \$55 U. S.). Attempts to shed light on the origins of a medieval Spanish epic poem, whose date and authorship have been a whose the and buthership have been a matter of debate; argues that the unknown poet's recasting of epic material about the hero reflects 12th-century training in the basic subjects of the medieval educational division known as the triviana.

ransformations and Texts: G. B. Shaw's "Buoyant Billiona," by Steven Joyce (Cumden House: 135 pages; \$55). A criti-cal study of the Irish drumatist's last full-length play; also includes an unalysis of Siegfried Trebitsch's Octman translation

of Ilie work. Women, Reading, Kroetech: Telling the Difference, by Susan Rudy Dorschi (Wilfrid Laurier University Press, distributed by Humanities Press International: 138 pages; \$29.95). A feminist, deconstruc-tionist analysis of the work of the contemporary Canadian writer Robert ynd ham Lewis: Religion and Modernism

by Daniel Schenker (University of Ala-burna Press: 225 pages; \$29.95). De-scribes the English writer's interest in re-ligion from an early short story about a Celtic god to his unfinished trilogy The Human Age, which depicts a writer's journey through heaven and hell.

NEUROSCIENCE

Neural Note in Electric Fish, by Walter F.

Heiligenberg (MIT Press: 176 pages; 537,50). A study of the "jamming avoid-

The Bounds of Logic: A Generalized View-point, by Gila Sher (MIT Press: 160 pages: \$27,50). Draws on the work of the Polish logician Alfred Tarski to develi logician Alfred Tarski to develon a theory of the scope and nature of

edited by Robert Cummins and John Pol-lock (MIT Press: 320 pages: \$29,95). Includes original essays on the theory of rationality in philosophy and artificial in-

POLITICAL SCIENCE

Federalism and Health Policy: The Development of Health Systems in Canada and Australia, by Gwendolyn Gruy (University of Toronto Press: 281 pages; \$50 U.S. hardcover, \$19.95 U.S. paperback), Compares health-policy implevary greatly in degree of centraliza-

Moral Crusades: Family and Morality in the Thatcher Years, by Martin Durhum (New York University Press: 209 pages; \$40). Discusses political controversies over abortion, sex education, and related issues in contemporary Britain.
The Political Economy of National Securi-

ty: A Global Perapective, by Ethan Bar-naby Kapstein (University of South Cur-olina Press; 232 pages; \$39.95). Examines the impact of the defense sector on

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FELLOWSHIPS

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Evil and the Mystics' God: Towards a Mys-tical Theodley, by Michael Stoeber (Uni-versity of Toronto Press; 225 pages; \$45 Versity of Profito Press; 225 pages; 345
U.S.). Examines how Johannes Fickehart, Jakob Bölime, and others in the
mystical tradition have responded to
theological problem of evil.

Parables and Fables: Exegosis, Textuality,
and Politics in Control Africa, by V. Y.
Mulimba (Haines in A. W.).

Mudimbe (University of Wisconsin Press; 238 pages; \$47.50 hardcover, \$19.95 paperback). Examines the relationship between God and human beings in the philosophy and mythology of the Luba people of Zaire.

Officials at the College of Staten Island were working to remove a professor's tenure even as last month's issue of "Vanity Fair" was hitting the newsstands with a scathing story about his alleged misconduct in his former role as a priest.

Dino Cinel had taught at Staten Island, a unit of the City University of New York, for four months as a distinguished professor of Italian-American studies when, last May, news organizations in New York and Louisiana reported allegations about his past life as a New Orleans parish priest and Tulane University professor. The reports alleged that Mr. Cinel had sexually exploited young men in the 1980's and collected reams of child

pomography. Staten Island officials quickly moved Mr. Cinel from his teaching post to a position at the CUNY Press and dropped his "distinguished professor" title, which had added an annual \$20,000 bonus to his \$70,000 salary. College officials say they didn't

know about the allegations against Mr. Cinel or even that he was a priest when they hired him. "We got Theatre, Theory, Postmodernian, by be hannes Birringer (Indiana Usima Press; 240 pages; 539,95). Discussed burned, but not by Tulane," says Barry Bressler, vice-president for academic affairs. He says he believes Tulane officials were being truthful when they told him they didn't know about the allegations. In May, authorities in New Orleans charged Mr. Cincl with essession of pornography

svolving juveniles, but a district court judge threw out the charge this month. The district attorney's office plans to appeal. Mr. Cinel also faces two civil knwsuits filed by men who claim he coerced them to have sex with him when they were

City University, meanwhile, has started proceedings to remove Mr. Cinel's tenure on grounds that he engaged in "conduct unbecoming a member of the staff.'

CUNY's union, the Professional Staff Congress, is representing Mr.

Mr. Cinel would not comment on his case or the magazine article for the record, other than to say no judgments should be made until the process was over. But his lawyer, Arthur A. Lemann, called the Vanity
Fair story misleading. He said that
the men involved with Mr. Cinel were consenting adults, that it could not be proved that the young ORFRobic materials were under age, and that it became ilegal to possess such materials in Louisiana only in 1986—after his

client had obtained them. The thrust of that article is that you had a Catholic priest who was using his robes to corrupt little alter-boy types," Mr. Lemann said. Nothing could be further from the fruth. He was sexually active when he shouldn't have been as a priest. But the question is not whether he's a tinner, but whether he's a criminal. And that is not the case."

Personal & Professional



Richard J. Shaker, a self-described "cryptology chauvinist": "I work for a wonderful agency that does marvelous things I cannot tell you about."

Long-Secretive Agency Begins to Come In From the Cold

Encouraging more openness, its head of math research is inviting academics to his puzzle palace

By DAVID L. WHEELER

After receiving his Ph.D. in mathematics from the University of Chicago in 1968, Richard J. Shaker virtually vanished from the discipline.

Although his former academic colleagues might have seen him occasionally at mathematics meetings, few knew what he was working on.

In 1987, Mr. Shaker surfaced again. As the chief of the Office of Mathematical Research at the National Security Agency, he and his colleagues invited 100 university mathematicians, who received only a cursory security check by NSA standards, to visit what he calls "the puzzle palace."

Making and Breaking Codes

Officials are tight-lipped about the agency's purpose. "I work for a wonderful agency that does marvelous things I cannot tell you about," Mr. Shaker says. But it's not hard to ascertain that cryptology, the science of breaking and making secret codes, is central to that purpose. Mr. Shaker, in fact, describes himself as a "cryptology chauvinist."

Mr. Shaker's colleagues outside the agency say his passion for mathematics Continued on Page A20

American Philosophical Society Library

MELLON RESIDENT RESEARCH FELLOWSHIPS, 1992-1993

The American Philosophical Society Library is accepting applications for short-term residential fellowships for conducting research in its collections. The Society's Library, located near Independence Hall in Philodelphia, is a leading international center for research in the history of American science and technology and their European roots, as well as early American history and culture. The Library houses over six million manuscripts, 186,000 volumes, and thousands of maps and prints. Outstanding historical collections and subject areas include the papers of Benjamin Franklin, the American Revolution, 18th- and 19th-century natural history, western scientific expeditions and travel, the Peale-Sellers papers, American Indian languages, anthropology, the papers of Charles Darwin, genetics and eugenics, biochemistry, physiology, biophysics, 20th-century medical research, and

The fellowships, funded by The Andrew W. Mellon Poundation, are intended to encourage research in the Library's collections by scholars who reside beyond a 50-mile radius of Philadolphia. The fellowships are open to both U.S. citizens and foreign nationals who are holders of the Ph.D. or the equivalent, Ph.D. candidates who have passed their preliminary exams, and ndependent scholars. Applicants in any relevant field of scholarship may apply. The stipend is \$1,800 per month, and the term of the fellowship is a minimum of one month and a maximum of three, taken between June 1, 1992 and May 31, 1993. Fellows are expected to be in residence during the period

There is no special application form and this notice provides all the ing: (1) cover sheet stating a) name, b) title of project, c) expected period of residence, d) institutional affiliation, e) mailing address, f) telephone numbers, and g) social security number; (2) a letter (not to exceed three singlespaced pages) which briefly describes the project, states the specific relevance of the American Philosophical Society's collections to the project, and indicates expected results of the research (such as publications); (3) a c.v. or résumé; and (4) one letter of reference (doctoral candidates must use their dissertation advisor). Published guides to the Society's collections are available in most research libraries, and a list of these guides is available on request. Applicants are strongly encouraged to consult the Library staff by mail or phone regarding the collections.

Address applications or inquiries to: Mellon Fellowships, American Philosophical Society Library, 105 South Fifth Street, Philadelphia, PA 19106-3386. Telephone: (215) 440-3400.

Applications must be postmarked no later than March 1, 1992. Notice of awards will be mailed no later than May 1. 1992.

ANNOUNCEMENT OF A NEW FELLOWSHIP PROGRAM

American Council of Learned Societies Fellowships in **Humanities Curriculum Development**

he American Council of Learned Societies (ACLS) approunces the availability of fellowships in the humanite for college faculty with a particular commentary to teaching. These awards have as their purpose the support of college faculty who wish to participate in a curriculum development project with ACLS teacher-fellow from a local school district. A maximum of eight gramts of up to \$45,000 each will be made to college faculty members each year for non-renewable one year terms beginning fall 1992 for the 1992-93 academic year. The purpose of the ACLS Elementary & Secondary School Curriculum Development Project is to improve the teaching of the humanities in the purpose action of the humanities in the purpose. teaching of the humanities in the public schools through the development of curricular materials reflecting current and emerging understandings of the humanities at the post-secondary level. This is to be done by means the creation of a national network of public school teachers, college faculty members, and senior research scholar colleboration is consistent at the level public school teachers, college faculty members, and senior research scholar colleborations. collaborating in seminars at selected major research universities.

Two grants for college faculty at each of four sites will be awarded for the 1992-93 academic year. Two fellow will work with public school teachers and with a senior humanist at each of the following institutions: the University of California, Los Angeles; the University of California, San Diego; Harvard University; and the University of Manager of M

Eligibility Criteria

We are looking for committed post-secondary teacher-fellows willing to participate in the seminar on an equal footing with the public school teacher-fellows and continue after the seminar to serve as a resource to the teachers and their schools.

The Post-Secondary-Fellows will commit themselves to continuing collaboration with the schools and the ACIS network, and, in addition, to produce two documents: a report of their fellowship year and an essay, suitable for publication in an annual ACIS compilation of scholarship from the project.

Requirements and Restrictions

 Applicants are required to be tenured and hold the Ph.D. or comparable professional Applicants are required to show evidence of a special commitment to teaching.

*Applicants' homes or home institutions must be within reasonable commuting distance of the research university hosting the ACLS Seminar and its cooperating school district.

• This fellowship may not be held concurrently with any other major fellowship or grant.

Application Process

To request a complete project description and an application form please write to: Fellowships Office American Council of Learned Societies, 228 East 45th Street, New York, NY 10017-3898.

In the administration of its fellowship and grant programs, the ACLS does not discriminate on the basis of age color, creed, disability, gender, marital status, national origin, race, or sexual preference. Membership in any constituent society of ACLS has no bearing on eligibility.

Lead funding for this program has been provided by the Pew Charitable Trusts. Postmarked Deadline for Completed Applications: February 29, 1992

Decisions will be announced in April, 1902.

Colleges Tighten Employee-Benefit Programs as Costs Rise Dramatically

ing of costs between the employees coverage for retirees or ask them to that sharing is not widely included leges lag behind the corporate secand the institution is fair."

Here are some of the changes in benefits that colleges are consider-

years ago and is growing stronger. more institutions are raising the premiums, deductibles, and copayments that employees pay for health insurance. Among the institutions that have done so in recent months are Johns Hopkins, the University of Miami, Stanford University, and Mount Holyoke

A growing number of colleges are moving away from the traditional, but expensive, "indemnity" health plans that allow employees to choose their own physicians. Instead, they are adopting "managed-care" plans, which, broadly defined, refer to any network of health-care providers that manages access to care and offers discount arrangements if employees go to certain doctors and hospitals. Some colleges require employees to pay more for an indemnity plan than for cheaper plans affiliated with health-maintenance organiza-

 Some universities with medical schools and hospitals are setting up health-care networks for their employees using their own facilities and doctors. The University of Miami has already done so, while Stanford and Johns Hopkins are considering the approach.

■ Some colleges are limiting coverage for expensive types of cure. Georgetown University, for example, reduced coverage this year for inpatient treatment of substance-abuse and mental-health problems, and improved the bene-

■ The Financial Accounting Standards Board, which sets standards for companies and private institutions, will require some colleges and other employers beginning in 1993 to account in their budgets for the total anticipated cost of providing medical benefits to current and future retirees. As a

many public and private colleges ment in developing benefits." ■ In a trend that began several are aggressively offering early-retirement incentives as a way to reduce their work force and cut costs. Among them are the Universities of Connecticut and Missouri, and Harvard University.

 Financial pressures are forcing some colleges to hold off on ex- sors. The AAUP is preparing a new

"I'm not hearing

of any universities

benefits. We're all

trying to do things

ance benefits. Others are slowing

plans to offer less-traditional bene-

fits such as child-care programs.

to control costs."

A Shift in Philosophy

Whatever the case, many per-

sonnel managers say they see a

shift in philosophy about benefits.

In the past, employees have usual-

adding any new

for instance, is putting off plans to trators, because there really is a common interest," Mr. Blum said. expand disability and life-insur-

Not every institution is making changes in benefits. At colleges usually being shifted to employees. roll budget—or \$6,206 per employ-When it comes to retirement bene- ee per year-on benefits in 1989, Fund, higher education's largest

pension companies.

"The responsibility is a shared 8 per cent for pension plans.)

Robert M. Wilson: A college should see what its Judith T. Muñoz: The need to further control benefits would be if the plan were created today. the cost of employee benefits has intensified.

result, some colleges may limit one," Mr. Toller said, "Right now shared costs, but shared involve-

> While unions find the trends troubling, employees don't always recognize to what extent their benefits are being eroded, said Mark C. Blum, associate director of collective bargaining for the American about what is happening to healthcare benefits.

lective bargaining today, Mr. Blum plans. Some campus chapters of fighting efforts to shift costs to employees. "More and more, we're seeing faculties involved in developing health-cost-containment strategies together with adminis-

An Upward Spiral

A 1990 survey of retirement and insurance benefits shows the upward spiral of benefits costs. It with health-care plans tied to those found that colleges spent, on averoffered by a state, costs are not age, about 21 per cent of their payfits, few colleges are thought to the most recent year for which data have made cost-cutting moves. were collected. By compurison, in However, some states, faced with 1987, that same figure was 19.7 per budget shortfalls, have been cut- cent-or \$4,896 per employee per ting back or deferring contributions. The survey of 634 institutions tions to public pension systems, was conducted by the Teachers Inraising concerns among college surance and Annuity Association and College Retirement Equities

The survey also found that from 1977 to 1989, the proportion of an institution's payroll budget going to health-care costs alone had nearly expected the employer to take ly tripled—from an average of 2.2 care of benefits, said John M. Tol- per cent to 6.1 per cent. (Included ler, director of personnel for the in the 21-per-cent figure that col-University of Connecticut. That's leges spent on benefits in 1989 were 5.9 per cent for social security and

Despite the cost increases, colcontribute more to their medical in medical or other benefits plans. tor in making changes in benefits But it will be in the future: not only such as shifting costs to employees, according to private benefits consultants. That's partly because colleges have a more collaborative and slower decision-making proc-

ess, the consultants say. "Colleges are just now starting to try to catch up with what most of the corporate sector has been do-Association of University Profes- ing for a number of years in health care," said Roger S. Taylor, a spepanding benefits. Mount Holyoke, survey to obtain more information cialist in health-care issues for the Wyatt Co., a consulting firm.

Until this year, employees at the University of Miami had to pay afford to swallow the increases health-care premiums only for said, is employers' seeking to re- their dependents. Effective Janu- care costs jumped 30 per cent duce their contribution to health any 1, they began paying part of the 1990, Miami's trustees directed year last spring in an effort to stem premium for their own coverage, administration to pare expenses increasing health-care costs, and the AAUF have been successful in as well. In one of the university's that costs would rise by only Mr.

more expensive plans, the perfrom zero to \$75 per month to ployees who belong to an HMOL. began paying \$10 per month to dividual coverage; they had p nothing before. Non-smokening plans get a \$10 monthly discour **Trustees Order Cuts**

Personal & Profest

said Sam Greenfeder, director of must pay more to do so. employee benefits for the university tion, which really didn't covert.

cally in the Miami area, he well and the university simply coulds self. After the university's hear

Stanford Employees Angry Over Plan to Impose Health-Insurance Charges

STANFORD, CAL. Last fall, Stanford University proposed that employees pay for the first time-part of the premium for their individual health insurance. Officials said they hoped the change would make people more cost-con-

scious about medical care. Instead, it has made them an-

Morale at the university was already low, in part because of a budget crunch that had prompted officials to defer until March the annual salary raises that employees usually get in September, Then, last October, the administration proposed that all employees and retirees pay from \$25 to \$31 per month for individual health insurance. In the past, Stanford employees ternalism" and said they paid a share of the premium only if they had dependents covered under their health-insurance plan.

Many employees felt the administration had proposed the new fees without adequately consulting them, said Glenn M. Peacock, manager of a computer network in Stanford's medical center. "We were all hired under what we thought were a set of obligations on the part of the university, and suddenly those obligations were being tossed aside," he said.

Higher Costs for Families

A campus committee made decision in February. In the up of faculty and staff members meantime, the university curb health-care costs. The ad- ble for staff members-sim ministration proposed the new in concept to the Faculty Serfees to the committee, which ate—to give them a voice is reached a consensus that they benefits and other issues. were fair,

disagreed. Anger over the new ly involve new fees. payments seems to be more widespread among staff mem- all participants in our health bers than among faculty members, observers say. Some staff and we'll do so," Mr. Frankling members, including Mr. Peacock, even formed a group is whether it should be \$20 or called Stanford Employees for \$15 or \$10 per month." Equity to fight the fces.

One rationale behind the poscy change, according to Jams Franklin, benefits manager a Stanford, is that people would pay more attention to the own all cost of health care if they but to contribute to it.

Officials also thought change would enable the usversity to lower the premium paid by employees with far ilies. "We are very competitive for employees who need infividual coverage only." Mr. Franklin said, "but we are far less competitive for those who want to cover dependents under

'Paternalism' Charged

Many unmarried employers accused the university of "pa shouldn't have to subsidize an other employee's decision k have children.

Stanford officials say in not the case. "The days of free health care, unfortunately, at over," wrote Barbara Butter field, vice-president for human resources, in a university news

in an effort to find a middle ground, the administration held meetings this month with small groups of employees. Officials offered a range of compromise to the original proposal requi ing monthly fees of \$25 to \$31. and are expected to announce created an Employee Rounding

Whatever the outcome, Stan-Many employees apparently ford officials say it will definite

"We are committed to having -DENISE K. MAGNER

_{'ersonal} & Professional

cent in 1991 and by only 5 per cent packages, many college officials

say they need to do a much better

job of helping employees under-

stand the economic value of bene-

fits and the cost of maintaining

them. One solution is to involve

Faced with a 32-per-cent in-

years in a row, Mount Holyoke had

to make significant adjustments to

its health plans, including shifting

of concern expressed," said An-

drew J. Kripp, benefits specialist at

the college, "but we laid it all on

the table. We said, 'These are the

costs.' By involving the communi-

ty, which was a six- to seven-

month process, people had owner-

"We did have a decent amount

employees in the process.

more costs to employees.

ship of it by the end."

time the university is offering a "managed-care" health plan that uses its own medical facilities and doctors affiliated with its medical school. Employees in the plan can go to health-care providers outside crease in health-care costs two Employees were "very upon the university network, but they

Some employees view "mainty. "Our salary increase was prod aged-care" plans as a "dimunition ably around the same levels of benefits." Mr. Greenfeder said. "People are used to choosing their increase in health-care costs." own medical providers." But the Those costs have risen dranged national trend is toward managed care, he said.

At Johns Hopkins, officials conducted an extensive benefits rethey involved faculty and staff members in the process. The result: Beginning this month, the premiums that employees pay for health insurance were increased.

The university sought to soften the impact on lower-paid employees, said Frank P. Kellner, director of benefits administration at Johns Hopkins, "We implemented a surtax so people who earn more than

Colleges need "to see

If the sharing

of costs between

the employees and the institution

is fair."

\$50,000 a year pay more toward the cost of their medical plan than those under \$50,000," he said.

Two or three years ago, a lot of colleges were putting in flexible benefits programs to contain costs. but that trend seems to have dropped off in the past year, said Pat Richter of Hewitt Associates, a consulting firm on benefits and salaries. But, she said, interest seems to be growing again. A flexiblebenefits package generally gives employees a budget to spend on tenefits and allows them to make choices based on their own needs.

Parly-Retirement Benefits

Colleges that are struggling with udget shortfalls often use carlyretirement benefits to help them reluce the size of their work force and avoid layoffs. Institutions run risks, however, in using such programs, said Mr. Toller of Connecticut, which is offering early-retirement incentives as part of a statewide program. About 800 of the ersity's 4,200 employees are eligible for the plan, which—to hasten their eligibility for retirement-allows them to add three years either to their age or to their years of employment.

"The problem with an early-rethement incentive plan is that you can lose your most talented and skilled people," Mr. Toller said. You could have an entire department decimated, and it would not be something you had the opportunity to plan for.

"The tradeoff is that cutting through attrition is more humane." As they reconsider benefits

Professor Sues College for Changing a Student's Grade

A faculty member at Irvine part, the lawsuit states. Valley College has sued college officials over their decision to tiled a grievance after receiving change the grade of a student in a D in the writing class. She al-

or Court last month, Hugh his grading policy and course Glenn, a professor of English, objectives. Her appeal was upclaims his right to determine the held by Peter Morrison. chairgrade is protected under the man of the humanities school. set of state regulations govern- Glenn had acted in bad faith by ing public schools and colleges. failing to change her grade to a The code allows exceptions C-as he had allegedly prommistake, fraud, bad faith, or in-recommended corrections on a Trustees.

IRVINE, CAL. competency on the instructor's term paper. Mr. Glenn says that The student, Deidre Kashou,

his writing class from a D to a C. leged that Mr. Glenn had acted In his lawsuit, filed in Superi- in bad faith by failing to explain

on his part, and that he promised to change the grade only if the corrections rendered the paper acceptable, which they did not, said his lawyer, Paul Crost.

Over Mr. Glenn's objections, Mr. Morrison ordered the grade changed to a C. Mr. Glenn is seeking reinstatement of the D California Education Code, a Mr. Morrison ruled that Mr. grade in his lawsuit, which names Mr. Morrison, the chancellor of the Saddleback Valley Community College District, only if evidence is found of a ised-after the student made and the district's Board of

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To find out more about Fidelity's first class performance and how it can help you, contact our Retirement Services Group at 1-800-343-0860.



*As of December 31, 1991. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.

The humanities department at the University of Minnesota will some professors contend, may be why it is slated for elimination as part of a budget-cutting plan at the Twin Cities campus.

Professors affiliated with the undergraduate program question whether internal political disputes 000 in climinating the departments, -and criticism from Lynne V. Chency, chairman of the National Endowment for the Humanitiescontributed to the university's de- more sense than across-the-hoard cision to shut down the program at the end of the semester.

"They wanted to block the access of undergraduates to a critical education," said Bruce Lincoln, a that the humanities professors, professor in the department, which teaches students to put art and literature in political and historical context. Its courses range from "Humanities in the Modern World" to "Landscape and Ideology" to "Sexualities-From Perversity to Diversity."

\$27-Million Cut

Administrators said the planned cuts, which also include the elimination of the linguistics department, will save money and ultimately strengthen the humanities. The proposal followed a state announcement that \$27-million would be cut from Minnesota's budget al-

Julia M. Davis, dean of the College of Liberal Arts, announced cent years. Professors now empha-

It may be necessary to add

state tax to the cost of books

listed below. Discounts may be

Academic and Workplace Sexual Har-assment: A Resource Manual, by Mi-chele A. Paludi and Richard B. Ba-rickman (State University of New York Press. State University Plaza. Albany. N.Y. 12246; 215 pages; \$39.50 hardener. \$12.95 pages/pages/

\$39.50 hardcover, \$12.95 paperback, plus \$3 for shipping). Contains infor-mation on preventing sexual harass-

ment, investigating complaints, and providing counseling and remedies for victims.

for victims.
The A's and B's of Academic Scholar-ehips, 1992-93, edited by Deborah Klosky (Octomeron Associates, P.O. Box 3437, Alexandria, Va. 22302; 140 pages; 56, plus \$1.75 cents for ship-ping). Contains information on aid awarded on the basis of academic achievement rather than financial need.

The Building of a University: Northeast

Louisiana University, by George T. Walker (Taylor Publishing Company, 1550 West Mockingbird, Dallas

75235; 373 pages; \$29.95, plus \$2.50 for shipping). Traces Northeast's

College Match: A Blueprint for Choosing the Best School for You, 1892-93, by Steven R. Antonoff and Marie A. Friedemann (Octameron Asso-

iates, P.O. Box 2748, Alexandria.

Va. 22301; 132 pages; \$6, plus \$1.75 for shipping). A workbook-style

for shipping). A workbook-style guide for prospective students. Ecological Literacy: Education and the Transition to a Postmodern World, by David W. Orr (State University of New York Press, State University Plaza, Albany, N.Y. 12246; 210 pages; \$29,50 hardcover, \$14.95 paperback, plus \$3 for shipping). Includes discussion of what schools, colleges, and universities can do to promote ecological responsibility.

romote ecological responsibility. Q: Causing Quality in Higher Educa-

tion, by Daniel T. Seymour (American Council on Education/Macmillan

available to scholars and to peo-

ple who order in bulk.

mendation was narrowly approved popular culture, while studying never be confused with a tradition- by the faculty assembly. Last how distinctions are made between a campus cause célébre when disal Great Books program. That, month the Board of Regents ap- the two. The result has been a se- cussions over curricular reform led

The dean estimated that the university would save at least \$150,- grams nationally that offer a doceven though all the faculty members would be placed elsewhere. She said the selected cuts made slashes or a faculty hiring freeze.

Ms. Davis said politics had nothing to do with her decision. She said faculty committees had agreed who specialize in interdisciplinary work, could be housed in other departments, which would be invigorated by their presence.

Several professors said they were shocked by the decision, since the eight-professor departundergraduates and was earlier

While humanities departments are often associated with traditional approaches to culture, Minnesota's program has taken a different. and controversial, direction in re-

Publishing Company; send orders to Dave Horvath, Macmillan, 866 Third Avenue, New York 10022; 196 pages; 527-95 prepaid). Discusses higher education as a "quality"-oriented service whose customers include students, purents, alumni, and legislators; describes ways of adopting the techniques of strategic quality management in the campus setting.

recanders of strategic quality management in the campus setting.

Productivity & Higher Education: improving the Effectiveness of Faculty,
Facilities, and Financial Resources,
culted by Richard E. Anderson
and Joel W. Meyerson (Peterson's
Guides, P.O. Box 213, Princeton.
N.J. 08543; 134 pages; \$27.95, plus
53.95 for shipping. Contains account

N.J. us343; 134 pages; \$27.95, plus \$3.95 for shipping). Contains essays from a symposium sponsored by the Forum for College Financing. Professors at Play, by Robert Woxelblatt (Rutgers University Press; 109 Church Street, New Brunswick, N.J. us3901; 214 pages; \$34 hardcover, \$12.95 paperback, plus \$2.25 for shipping). Presents the author's reflection.

ping). Presents the author's reflec-tions on teaching, writing, and think-

Blas Through Peer Interventions (New Directions for Student Services No. 56), edited by Jon C. Dalton (Jossey-Bass Publishers, 350 Sansome Street, Sen Francisco 94/04: 98 Freet

Family Issues, by Nancy Hensel (Ashe-eric Higher Education Reports, George Washington University. One Dupont Circle, Suite 630, Washington 20036; 104 rages; \$12.75 prepaid for members of the second

prepaid for members of the Association for the Study of Higher Educa-

tion, the American Association for Higher Education, the American Ed-

ucational Research Association, and

the Association for institutional Re-search; \$17 prepaid for non-members:

make checks payable to OWU-ERIC).
Argues that in light of predicted facul-

ly shortages, colleges and universi-ties must adjust their hiring, employ-

ment, and promotion policies to ad-dress the needs of faculty members whose family responsibilities may

conflict with various aspects of their

NEW BOOKS ON

HIGHER EDUCATION

Some Professors See Politics in Minnesota's Plan to Close Their Department plans to shut down the depart--size cultural-studies approaches, the most books published with the ments last October. Her recom- teaching works from both high and most distinguished presses."

In 1990, the department became proved the proposal as part of a ries of courses that relate political to angry debates between tradiplan to deal with state budget cuts. and social power to judgments tional scholars and those who faabout culture. The department is voted a wide-ranging overhaul of the course offerings. Eventually, also connected to a graduate program that is one of only a few pro- the department retained historical survey courses in the curriculum, but organized the major around themes such as "Discursive Practices" and "Culture and Conflict."

Criticism From Chency

Mrs. Chency has twice pointed to Minnesota's humanities curriculum as an example of higher education's problems. In her 1990 report, "Tyrannical Machines: A Report genheims, the most NEH awards, on Educational Practices Gone Arts, Culture, and Society."

Wrong and Our Best Hor Setting 'Them Right," she w offerings. And in a speech lished in the Spring 1991 in Academie Questions, the jos of the National Association Scholars, she said the departs was mistakenly emphasizing

Personal & Profes

Ms. Davis, who joined there versity last summer, said k-Cheney's criticism had had t bearing on her decision. She is she supported new approache: the study of the humanities. wouldn't want to be at a university that said 'Uh-oh, this is too! out," " she said.

The college is now weighing a eral reorganization plans, inde a faculty proposal to house lkt manities faculty and art-histon? partment in a new "Institute

Mathematicians Find Secretive Agency More Open

the university, he said.

ment is increasingly popular with ward more exchanges with acaidentified by a college review panel if financially modest, support for as approaching national distinc- mathematical research at universition. "You begin to run out of rea-ties. Mr. Shaker also gives credit sons except for the political," said for the agency's efforts to Vice-Richard Leppert, professor of hu- Adm. William O. Studeman, the agency's director, who made a rare public appearance at a mathematics meeting three years ago.

toral degree in cultural studies.

"Much of what we're doing is

being used as models elsewhere."

said Mr. Leppert. Some 100 under-

graduates major in the department,

and the graduate program attracts

some of the best students of any in

For its size, added Mr. Lincoln,

"it's the faculty with the most Gug-

This month, agency mathematicians gave 12 talks at a joint meeting in Baltimore of two mathematics societies. Mr. Shaker described he agency's growing openness to an audience of over 400 mathematiclans in a talk entitled "The agency that came in from the cold."

Since the 1987 "thaw," when Mr. Shaker says the NSA overcume its "introspection and circumspecforce in mathematics, the agency has been giving academics an average of \$2.5-million a year in peerreviewed grants for theoretical mathematical research that is conducted at universities.

"Historically," he says, "whenever new math has been developed, it's been important to us."

Summer Programs for Students

The grants support unclassified research, and the agency also supports unclassified mathematical ton University and at the University of California at San Diego, The Princeton center employs about 50 mathematicians and the California center about 10, a number that should grow to 25, Mr. Shaker

The NSA has also been inviting university faculty members to spend their sabbaticals at its Maryland headquarters. For the past two summers, it has invited undergraduates-eight during the first summer and 10 last summer-to work on classified mathematical problems under the tutelage of agency staff members.

The purpose of the undergraduate program, Mr. Shaker says, is to encourage those students to go on

to graduate study in mathematics. When he started the program, he was surprised at the willingness of undergraduates to undergo what he calls a "grueling" security-clear-

has helped to drive that agency to-ingly, he says, those who conduct security checks at the agency bedemic mathematicians and regular, came fans of the program, giving the applicants special handling and

trying to persuade them to come. The agency has also started a "speaker's bureau" that sends its hematicians to elementary and

"If you're working

on a hard problem, there are lots of people around who are willing

to teach you

what you need to know."

secondary schools near NSA headtion" to become a more active quarters and has held workshops for mathematics teachers.

Because such educational activities did not fit the NSA's originally stated mission--whatever that was-the agency's lawyers and Congressional staff members rewrote its Congressional authorization in 1990 to include an educational component.

Time spent at NSA won't help academics to publish papers, since the agency prefers that they attack problems that are central to its mis--problems that are classified. studies in two centers—at Prince- But Ezra A. Brown, a professor of mathematics at Virginia Polytechnic Institute and State University who is currently on sabbatical at NSA, says the experience is the "enormously valuable."

"If you're working on a hard problem," says Mr. Brown, "there ers to be informed."

ready to help and willing total you what you need to know."

Mr. Brown, who is interesti the properties of numbers, says has learned to program compar during the subbatical. He c spend evenings working onlise unclassified research, since lek erally can't take his ১৪৯ জ home with him.

Although Mr. Brown worth able to talk about his agency of search when he returns to Viji Tech next August, he believe can use the experience to imp students. "So many students the impression the only thing the can do with math is teach," says. "As an educator lass back and say it isn't so."

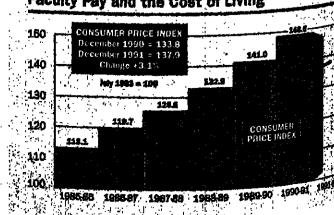
"I can't tell them what the would be doing here," he all "but I can say there are a ket opportunities to solve very bel interesting problems."

The agency's largesse ton mathematics may have loshed its budget declines in the poscold-war world. But the mesor Admiral Studeman sent to the mathematics meeting this yes, is Mr. Shuker, is that the agency be hiring mathematicians 6 though it faces a year of austric

Mr. Shuker says others a have to help the agency in its forts to support mathematics in era of diminishing defense budge He remains convinced, howe of the need for the agency's path ly ambiguous mission. "The world remains a danger

and volatile place," he s "There's a need for decision"

Faculty Pay and the Cost of Living



The Educational Testing Service has developed an experimental system to help deaf students who use sign language to take standardized

The prototype uses a computer and a videodisk player to combine text, graphics, and video on one screen. If deaf students do not understand the written text, they can use a mouse to click on one of two signed versions—English word order or American Sign Languageand use that instead.

Judy Mounty, an associate research scientist who is working on the prototype, says most people with normal hearing do not realize that the deaf have trouble understanding English. For them, she says, "it's essentially a foreign language."

Cleveland State University has established a computerized elephone network to help realth-care and social workers keep taba on pregnant women who are drug abusers. The network lets doctors, nurses,

and social workers leave messages for each other by entering a patient's identification number in a computer. It also lets them remind patients about appointments. Through a service called Community Health Rap, which operates like a call-in talk show, the network lets patients ask questions.

"These women need advice or information, but they can't or won't get to the doctor's office," says Farrokh Alemi, an associate professor of management and labor, who had the idea for the network, "This system will climinate much of the time and effort needed to maintain contact."

The network started this month with a \$2.7-million grant from the National Institute for Drug

A year ago, Syracuse University and the New York State Education and Research Network sponsored "Beyond the Walls," a day-long campus workshop on using personal computers to gain access to nformation on electronic networks.

Academics anywhere can now eplicate that workshop with a new instructional package that provides how-to information, copies of the original materials, and a videotupe demonstrating an electronic network. The materials are able in a three-ring notebook. which also includes the New York network's 70-page guide to resources on the Internet.

The network, which is marketing the package, will use proceeds to start a grant program for its library users, according to James D. Luckett, executive director.

"Beyond the Walls: The World of Networked Information," is available for \$99 from nysernet inc., 111 College Place, Room 3-211, Syracuse, N.Y. 13244; (315) 443-

Information Technology

Colleges Pressured on Computer Access for the Handicapped

Continued From Page Al ability; nearly 40 per cent of those have some sort of visual impairment and about 26 per cent are deaf or hard of hearing. according to data supplied by EDUCOM, a consortium of higher-education institutions and corporations that promotes uses of technology in education. Those who represent the handicapped say that many more people with disabilities will enter higher education in the future because the new regulations will open up opportunities for them in the job market that previously were closed.

Interpreters and Wheelchair Ramps

The Rehabilitation Act of 1973 prohibits discrimination against the handicapped at institutions that receive or benefit from federal funds. Section 504 of the act, which took effect in 1977, has required educational programs to remove barriers preventing those with disabilities from participating in higher education.

Because of the rules, colleges and universities now routinely offer interpreters. note takers, and readers for students requiring such aides, and have installed elevators, wheelchair ramps, and sloped curbs on streets to allow the handicapped to move about campuses freely. Many also have made special accommodations to allow the disabled to use computers.

Although most institutions say they are meeting that law's requirements, handicapped students say that, in fact, many are not. Colleges and universities are particularly inadequate when it comes to providing access to recently developed computerized card catalogs and to campus computing networks, say those who represent the handicapped.

"The fact is that most institutions are not in compliance with the existing law in terms of computer access," says Danny Hilton-Chalfen, coordinator of the Disabilities and Computing Program at the Uni-

versity of California at Los Angeles. He is

also chairman of Equal Access to Software

The regulations that take effect this

week stem from the Americans With Dis-

abilities Act, which essentially extends to

the private-sector rules originally laid out

in the carlier law. That means that private

businesses, as well as state and local gov-

ernments, must make reasonable accom-

modations for the handicapped. The new

law also forbids discrimination in employ-

ment. It is widely regarded as the largest

expansion of civil rights since the 1964 Civ-

Although the vast majority of colleges

and universities are already technically

covered by the earlier law, officials at sev-

eral institutions say they believe disabled

students will be more inclined to file law-

il Rights Act.

for Instruction, a project of EDUCOM.

"It's hard to get administrators to move into the computer age

making it accessible for the disabled and they freak and run."

on a campus level because it's so expensive. You start talking about



between providing accommodation compared with more traditional support."

suits under the act. That is in part because of all the attention it is getting, and in part because it may be easier to sue. The new law may also increase an institution's exposure to suits from disabled employees because it offers increased protection to faculty and staff members compared to laws already on the books.

Under certain circumstances, a lawsuit under the new law can result in awards of compensatory damages up to \$50,000 for the first violation, and up to \$100,000 for a subsequent violation. "A \$50,000 penalty

gets people's attention," says Christy A.

Horn, director of services for students

with disabilities at the University of Ne-

braska at Lincoln. Individuals have been

able to win punitive damages under the old

Andrea D. Dutton, a sophomore plan-

ning to major in psychology at Purdue Uni-

versity, is one of many students who think

they can gain from the new rules. She is

surrounded by modern technology at Pur-

due: The libraries offer computers to help

students do research, public computer sta-

tions are scattered around the campus, and

But of all the computers on the campus,

not one is outfitted so that Ms. Dutton can

use it. She is a quadriplegic and moves

about with the aid of a large, motorized

wheelchair. If the university had a comput-

ها المام والمراب والمرابع والمعاورة والمراوي والمحافظ والمتعاط والمعاول أأناه فالمعاور والمراوي والمراوي

students use computers in classes.

er that could be controlled by voice alone. she could make better use of the technology that her fellow students take for granted, she says.

"I feel cheated," she says. Ms. Dutton says she is prepared to sue if

Purdue does not provide proper access to facilities. She has a litany of other complaints, including wheelchair-accessible doors that are locked and automatic doors that are turned off.

Purdue officials say that things are changing at the university, partially in response to the new regulations.

Betty M. Nelson, dean of students, says the university established a laboratory for adaptive-learning technology two years ago, and is preparing to install that technology in computing centers around the campus. She acknowledges that the desks in the laboratory are too small to accommodate Ms. Dutton's oversized wheelchair; they were built to standard wheelchair specifications, she says, and the university has now adopted Ms. Dutton's chair as its standard.

Ms. Nelson admits that Purdue did not completely meet the requirements of the old law, "I suspect that like any older institution there are ways in which we are not in full compliance," she says, "but we are working toward full compliance."

Many of those who represent the handicapped hope that even institutions that are largely in compliance with the earlier law will see in the new law reasons for upgrading their computing systems. "In terms of computer access, there is certainly a lag Continued on Following Page

System Allows the Disabled to Use Computers

By DAVID L. WILSON

NORTHRIDGE, CAL. To use computer equipment, college students with disabilities frequently must work on special workstations in a central location on their campus. The handicapped students often find the arrangement inconvenient.

But because many disabled students need special hardware and software, an institution cannot hope to equip every computer on its campus with every device on the market available to assist the disabled, says Neil G. Scott, special-projects engineer with the Office of Disabled Student Services at California State University's campus here. "That would be far too expensive."

According to Mr. Scott, institutions are searching for an inexpensive way to give students better access to computing systems, as required under the new Americans With Disabilities Act.

Voice Recognition Used

The Northridge campus is developing a Universal Access System designed to allow any person to operate any computer using invisible beams of infrared light.

The system would require two computers. The host machine would be the standard computer found in laboratories, libraries, or public computing facilities, and would contain software needed for a given task. A student writing a paper, for example, would use a computer with a word-processing

Continued From Preceding Page

between providing accommoda-

tion compared with more-tradition-

al support, such as readers and

note takers," says Mr. Hilton-

That is partly because adminis-

trators and faculty members are

not aware that the technology ex-

ists, or they believe it is too expen-

Ms. Horn agrees. "It's hard to

computer age on a campus level be-

cause it's so expensive," she says.

"You start talking about making it

accessible for the disabled and they

say rudimentary voice-synthesizer

systems can be had for much less.

Other inexpensive adaptive aids in-

ciude extra-large keyboards, com-

puter software that makes words

on a screen appear very large, and

small, customized computer pro-

grams that can reduce to a single

Chalfen.

sive, he says.

freak and run.

quires many.



Northridge's Neil G. Scott holds an infrared unit above a portable computer equipped with voice-recognition capability.

The second computer would aloud the material as it appeared on probably be a portable machine the host machine's screen. equipped with whatever devices needed to assist the disabled user. A student who is extensively para- bled people could carry portable lyzed, for example, would have computers with them everywhere. voice-recognition technology on using customized technology to the nortable.

The Universal Access System would link the two computers. Because infrared beams would relay information between the two machines, there would be no wires to equipment manufacturing compaconnect. Special software would make the system operate.

Using voice-recognition technology in the portable, a disabled stu-system into future computers, Mr. dent could create a paper on the host computer. Since the host would contain only the word-processing software, any student-dis- plug into openings on most maabled or not-could use it once the paralyzed student was finished.

"A blind student who has voiceputer," says Mr. Scott. In that in-ter use of their limited resources," stance, the portable would read he says.

Jean Mayer, president of Tufts

University, says universities may

forts may be impractical.

rock the boat.

spread use, Mr. Scott says, disaoperate automatic teller machines, elevators, and even appliances.

Expected to Cost Under \$200

Genovation Inc., a computerny in Irvine, Cal., is making a pro-Scott estimates that adding such a ers-the infrared sensing devices chines--would cost under \$200.

"This is going to give disabled individuals a strong measure of insynthesis technology on his porta- dependence, and allow colleges ble could use the same host com- and universities to make much bet-

More Lawsuits Likely on Access Claims by the Handicapped in others they just do not want to tain interpretations of the new law

Complaints About Vagueness

believe they are suiting the needs of the handicapped, but their ef-For example, he says his instituunclear what they must do.

tion installed an elevator for the Mr. Goebel says his institution handicapped but tried to limit its hopes for some definitions of ceruse to those who need it. Restrictain phrases in the regulations. tions would keep the elevator "But we don't want to lose sight of get administrators to move into the available for handicapped stuthe most important point, which is dents, and reduce the chance of that we want to make sure that peobreakdowns, staff members rea- ple who have a disability are given soned. But the restrictions have the treatment that is warranted."

made using the elevator difficult. 'I just found out last week that able to make any accommodations In fact, many common devices you have to do quite a bit of entireare inexpensive. "You can get a ly unnecessary wandering about to major cost; it just adds to the very voice synthesizer for \$500 today," get the key to the elevator," he many costs we already must wres she says. Some technical experts says, adding, "I'm doing some- tle with," he says. thing about it."

Ouestions About Costs

Many administrators, meanwhile, are trying to determine if they are in compliance with the ministrators at the university supnew law, and how much money port new efforts to make the camwill be needed if they are not.

"I haven't got the foggiest idea keystroke a task that normally rewhere the money would come provided a nice kind of nudge." from," says John W. Goebel, vice-"The institutions are not entirely at fault," says Ms. Horn, "People chancellor of business and finance doing this for legal reasons. We feel haven't been asking for these at the University of Nebraska at this is what we need to do to eduthings." In some cases handi- Lincoln. While he feels his institu- cate a broad spectrum of students. cupped people themselves are not tion is largely in compliance with and we're working on making this aware that such devices exist, and the old law, it is possible that cer- work within our budget."

Mr. Mayer says Tufts will be

Ms. Nelson of Purdue says that a lack of money for adapting technology to the needs of the handicapped has been a problem in the past, but she says that senior adpus more accessible for the disabled. The new law, she says, "has

But she adds: "We're not just

totype of the system and negotiating with manufacturers to build the system to two existing comput-

would mean the institution must make some modifications,

Many on the campuses complain that the law is vague and that it is

> overwhelming flow of immigrants at the turn of the century. Most of the selection methods used on immugrants in the early decades of the century are long gone. Testing has survived for a very good reason: Decision-makers need a sound, fair, and reasonably efficient mechanism to help them make difficult decisions about the allocation of opportunity among individuals and institutions. In many circumstances, standardized tests serve a useful role. Certainly, people have different abilities and skill levels. Another way to say this is that life is not fair. But that does not relieve us of the burden of being as Lur as we can possibly be as we measure

been its goal.

The Learning Society:

On Ellis Island

By Bernard R. Gilford, Ph.D.

List summer I was asked to speak at a

meeting of the American Psychological Association

on the impact of psychological testing. That's a topic

that stirs a lot of emotion in me. I really wanted to connect with the audience

and I wondered how. Then it hit me: I'd invite them on an imaginary tour of

Ellis Island—the monument to the American immigrant experience that stands

and into the building's sprawling lobby. Together, we pictured the lines of

people that, in the early decades of this century, wound slowly up the broad

Standing in that immense room, it's not difficult to envision weary

travelers inching their way toward the desks at its far end, where derks would

write their names and destinations in thick ledgers. What is harder to call up is

line. I imagine these officials were easy to spot-brisk men with tin hadges on

their chests and layers of chalk dust on their hands and cuffs. They would give

each newcomer a once-over, ask a few questions, and use their chalk to mak

a man here, a child there, with one of the dozen or more symbols that

constituted the Island's glossary for human variability: "E" for poor eyesigh;

"Pg" for pregnant; "X" for possible mental problems; a circled "X" for someone

Room into a labyrinth of smaller enclosures where those suspected of defects

were tested further. In one, we read the account of Pauline Notkoff, a Jewsh

two and two?" But the next young girl also from our city went and they asked

her, "How do you wash stairs, from the top or from the bottom?" She says,

nation's testing enterprise. For me, it was not a sentimental journey. My

block. But for most of our history, whether the measurement of human

repeating, because today's policymakers in education, industry, and

forehears were not tested at Ellis Island; they were examined on the auction

potential has been within the sphere of doctors or merchants, selection has

government are relying increasingly on standardized tests to make admission,

that's so basic, it often escapes nonce, that people are different from one

another in ways that are both meaningful and measurable. But somehow,

commonplace belief to the conviction that there are precise, measurable

gradations of ability (and stability) that can be used to send children to the

In More Like Us, James Fallows writes that this notion came partly

from the universal human impulse to put people into hierarchies and to prove

assessment practices, Fallows also points to America's "nativist" reaction to the

that whatever hierarchy exists is fair." Like numerous observers of American

right classrooms, adults to the right job slots, and patients to the right

without sufficient deliberation, we have taken a great collective leap from that

Our nation's emphasis on standardized testing rests on a premise

As the tour continued, we followed the crowds from the Registry

They asked us questions: 'How much is two and one' How much's

Our tour transported us to a critical moment in the history of this

Certainly, this point has been made often over the years. But it bear

the trepidation these immigrants must have felt as officials moved through the

It worked. Together, we imagined what it was like to spill off the fem-

Vice President, Education

Apple Computer, Inc.

in New York Harbor.

staircase into the Registry Room.

exhibiting definite signs of mental disease.

immigrant from Poland who arrived in 1917.

placement, hiring, and promotion decisions

psychological interventions.

"I don't go to America to wash stairs."

differences and assign meaning to them As we consider the impact of computer technology on school-based assessment practices, we at Apple Education are constantly reminded that test fect. They sample only a small portion of what someone knows or can do at a particular time. And no single standardized test can illuminate equally well the talents of people from dramatically different ethnic, cultural,

and linguistic backgrounds. We must not forget that assessment is a humanistic as well as a scientific enterprise. In Bitter Milk. Women and Teaching, Madeleine Grunet, dean of the School of Education at Brooklyn College, makes this point, arguing that school personnel would proceed quite differently if the children they assessed were their own. "Other people's children are abstract, she writes. "They are reading scores, FTEs, last year's graduating class, last weeks hody count."

The Grunici standard makes sense: If we reviewed assessment programs with our own children in mind, we would revise these programs dramatically. We would ensure that our procedures explored fully each childs potential. And we would certainly interpret all results in the context of our own knowledge and experience of the child. We must face the challenge of humanizing assessment programs as we develop them for the next century.

Information Technology

TEACHING WITH TECHNOLOGY

g Graduate business students simulate stock-market trading

■ Students study classical scores on screen while music plays

■ Education textbook brought to life with multimedia material

phonies produce their emotional

effects on the listener." he says.

The musical scores that students

"Students can study the similar- Richard E. Rodda, Library Collec-

ities between Bach, Beethoven, tion Services, Case Western Re-

and other composers in much serve University, Baker Building,

greater detail, leading to new un- Room Six, Cleveland 44106; (216)

derstandings of how the great sym- 368-5888; RXR10@PO.CWRU.EDU.

Graduate business students at Carnegie Mellon University are experiencing the highs and lows of Wall Street with a computer program that lets them compete against each other as traders in a simulated stock

The program, called "Simulab," integrates theories of finance, economics, and accounting in a handson approach that has been popular with students, says John O'Brien, an associate professor of industrial administration, who developed the software with Sanjay Srivastava, a professor of finance and econom-

"We hope the course and lab will bely to erase the difficulty of relating theory to practice," says Mr. Snvastava. "We expect that the students will gain a great deal of experience, which should allow them to go into complex financial environments.'

In the first part of the course, students act as financial analysts, projecting financial statements for simulated companies. Then they assume the role of trader, competing against each other on computers linked to a central control unit.

The participants see computer screens with trading information similar to that which stock traders see. To help insure that the atmosphere is realistically tense, faculty members base students' grades largely on their trading performance and offer cash rewards based on the amount of money that students earn during the trading exercise. The average student carns

In the last part of the course, students analyze the results of their rading exercise in light of various inancial theories.

For more information, contact John O'Brien, (412) 268-7582. ^{ЮОХ}@ANDREW.CMU.EDU, ог Sanay Srivastava, (412) 268-3703. ssif@andrew.cmu.edu, Graduate School of Industrial Adminisration, Carnegie Mellon University, Pittsburgh 15213.

At Case Western Reserve University, music students use a computer program to study the scores of classical composi-

With the program, part of the Musical Scores Project, students can listen to a Bach "Brandenburg Concerto," for example, on a CD-ROM player hooked up to the computer. At the same time, they can study the musical score on the screen. If students want to examine certain measures, they can ask the computer to play them back. If they want to compare different performances of the same measures, they can play different recordings.

"This new technology allows ways of accessing and manipulating musical scores and performances of those scores never before possible," says Richard E. Rodda, a music-instruction spesialist, who designed the project.

Introduction to Special Education, developed multimedia supplements that outline key material in the chapters, using graphics and animation. Mr. Hallahan believes a supple-

> ment can help faculty members offer better-organized lectures without spending a lot of time preparing visual material. "It really helps to hold the students' attention because it has ani-

text, Exceptional Children: An

ter pedagogical aid than the over-A faculty member at the Unihead projector. see on their computer screens are versity of Virginia is bringing a In a typical chapter on a particupictures of printed scores. An anal-textbook to life with computervsis of the pieces also appears on ized multimedia presentations coordinated with each chapter.

lar learning disability, the computer displays a revolving globe and the word "prevalence" appears. A For more information, contact Daniel P. Hallahan, a professor short description of the prevalence

of education and co-author of the of that disability follows. Colorful graphics reinforce the information. Then a cartoon figure of a woman walks across the screen and points to a chalkboard where "educational approaches" appears in handwriting. Further information

The multimedia material can be displayed on a television monitor hooked up to the computer or projected on a large screen for a big class. Students can also check out the supplements to use as a study mation," he says. "It's a much bet- aid

For more information, contact Daniel P. Hallahan, Curry School of Education, University of Virginia, 405 Emmet Street, Charlottesville, Va. 22903; (804) 924-7461; DPH@VIRGINIA.EDU.

-KATHERINE S. MANGAN

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of gills Kalaha

| NEW COMPUTER | SOFTWARE

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

COMPUTER PROGRAMS

Biology. "Molecular Cloning," for Apple Macintosh. Requires "Hyper-Card." Tutorial uses text and animation to demonstrate the principles and techniques of molecular cloning; includes basic methods, passenger DNA, DNA characterization, cloned DNA, and new techniques; \$65 for "Hyper-Card"; \$75 for "SuperCard"; site licenses available. Contact: Keyboard Publishing, 482 Norristown Road, Suite 111, Blue Bell, Pa. 19422; (800) 945-4551 or (215) 832-0945.

Foreign languages. "HyperFlash-cards," for Apple Macintosh. Requires "HyperCard." Stacks give students studying English as a second language practice on homonyms, frag-ments, word-ending omissions, verb tenses, subject-verb agreement, and more; \$29.95. Contact: Chariot Software Group, 3659 India Street, San Diego 92103; (619) 298-0202.

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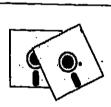
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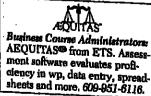
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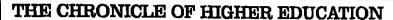
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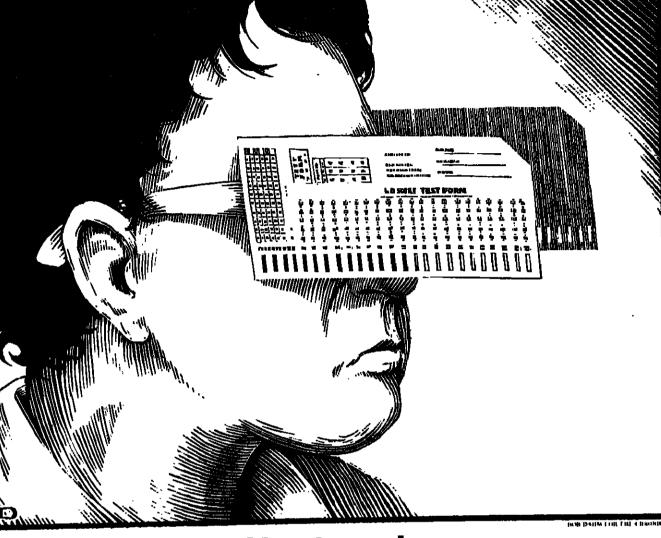


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The Shortcomings of Standardized Tests

By Linda Darling-Hammond and Ann Lieberman

CPPORT for using standardized tests to reform our public schools is mounting rapidly. Such tests increasingly are used to measure students' achievement and to make decisions about the placement of students, the competence of teachers, and the quality of schools. President Bush's "America 2000" plan proposes to extend that thrust to the federal level by establishing a national test for students at different points in their schooling, from the elementary grades through

high school. A growing body of research, however, indicates serious problems with American testing, at least with how it is currently conceived. This research documents that, to date, our testing policies have failed to achieve many of their intended positive effects, while creating some clearly negative consequences for the quality of schools and equality of educational opportunity.

Although educational researchers traditionally have steered clear of making pronouncements about policy issues, a growing consensus about the strength of this research has persuaded the American Educational Research Association that these findings should be brought to the attention of local, state, and federal officials, so that the evidence can be factored into discussions about national testing.

They are not appropriate for many of the purposes they are expected to serve

Last year the AERA took a first step toward doing so: After a national forum it held in Washington to present research on testing to policy makers, the association passed a resolution urging the nation to slow down and think differently about measuring schools' success by students' scores on standardized tests.

What are the problems with American tests? In contrast to that in most other countries, testing in America is dominated by multiple-choice instruments designed to rank students cheaply and efficiently. Initially created to facilitate tracking and sorting of students, these instruments were not intended to support or enhance instruction. Because of the way in which the tests are constructed, they place test takers in a passive, reactive role, rather than a role that engages their capacities to structure tasks, produce ideas, and solve problems. The tests thus exclude many kinds of knowledge and types of performance that

vention, or problem solving. The results can be seen in U.S. achievement trends. Since about 1970, scores on basic-skills tests have increased slightly while scores on assessments of higher-or-

Continued on Following Page

OPINION

we expect from students. They are inappropriate tools for many of the purposes that they are expected to serve, including tracking students, determining promotions, and allocating rewards and sanctions to students, teachers, and schools.

January 29, 1992

HESE SHORTCOMINGS OF American tests have become more problematic as test scores have been used more and more to make important educational decisions. Teaching has been geared to the tests, reducing students' opportunities for higher-order learning. Classwork keyed to answering multiple-choice questions does not heighten students' proficiency in analysis, complex problem solving, and written and oral expression. Many studies have found that because of testoriented teaching. America classroom activities consist of listening, reading textbook sections, responding briefly to questions, and taking short-answer and multiple-choice quizzes. They rarely plan or initiate anything, create their own products, read or write something substantial, or engage in analytic discussions or in projects requiring research, in-

The Damaging Consequences of Standardized Testing

Continued From Preceding Page

der thinking have been steadily declining in virtually all subject areas. Officials of the National Assessment of Educational Progress-the source of the nation's "report card" on student learning-as well as officials of the National Research Council and the National Councils of Teachers of English and Mathematics all have attributed this decline to schools' emphasis on tests of basic skills. The emphasis on rote learning also contributes to American students' consistently dismal rankings on international achievement tests.

As one of the NAEP reading assessments found: "Only 5 to 10 per cent of students can move beyond initial readings of a text; most seem genuinely puzzled at requests to explain or defend their points of view." This report explained that current methods of testing reading require short responses and lower-level cognitive thinking, resulting in "an emphasis on shallow and superficial opinions at the expense of reasoned and disciplined thought. . . . [Thus] it is not surprising that students fail to develop more comprehensive thinking and analytic skills."

Unfortunately, the misuse of tests often has had the most harmful effects on the students who need the most help. Many studies have found that students placed in the lowest tracks or in remedial programs are most upt to experience instruction geared only to multiple-choice tests. They work on exam-oriented tasks that are profoundly disconnected from the skills they need to learn. Rarely are such students given the opportunity to talk about what they know, to read real books, to write, to construct and solve problems in mathematics. science, or other subjects. In short, they are denied the opportunity to develop the thinking skills that most reformers claim they will need for jobs of the future, in large part because our tests are so firmly pointed at educational goals of the past,

There is another irony in the story of well-intended testing reform gone awry. Because of concerns about the quality of American higher education, policy makers in some states have begun to require that colleges and universities also be evaluated based on their students' scores on exit tests. Standardized tests professing to measure the "outcomes" of a liberal education must now be used in some public colleges to determine which students can continue their studies or graduate.

colleges' success at produ thinking graduates.

Many schools, school districts, and states have recognized these problems and begun to develop different forms of student assessment. States including California, Connecticut, Maryland, New York, and Vermont, along with many school districts, are developing assessment systems similar to those that prevail in other countries around the world. These include essay examinations, scientific experiments, and exhibitions in subjects such as debate and the arts. They also include portfolios of students' work and projects that require analysis, investigation, experimentation.

cooperation, and written, oral, or graphic presentation of findings. These assessments require students to think analytically and to demonstrate their proficiencies as they would in real-life situations.

Many of these initiatives share another important characteristic of other countries' examinations: They involve teachers in developing and scoring the assessments and in supervising the development of students' work for portfolios. Thus, assessment is tied directly to instruction and to

These initiatives will falter or flourish

ing methods, the "American Achievement Tests" would lag far behind the innovations already being pursued in many states and localities, and they could undermine

Rather than supporting the American traditions of experimentation and local control, the proposed national tests would create a de facto national curriculum, and a limited one at that. By stifling further reforms aimed at creating curricula that emphasize thinking skills, and by failing to involve teachers or principals in a more sophisticated local assessment process,

"Assessment can promote reform only if we invest in more educationally useful and valid measures of student learning and insist that they be used appropriately."

depending on the directions taken by federal and state policy makers. Some proposals for a national assessment system (as opposed to a national test) would build upon these initiatives, encouraging further local and regional creativity and allowing schools, as in some countries abroad, to choose among many challenging options for assessing their students. This approach is implied in some of the recommendations developed by the National Education Goals Panel, the commission created by the National Governors Association to monitor progress toward the six goals it articulated.

However, the President's proposal for a national test, as it is currently outlined, would turn the clock backward on efforts to reform American testing and American education. As a top-down initiative based on current, primarily multiple-choice testthe national tests would foreclose the pervasive educational change that we need.

Equally dangerous is the suggestion in the President's proposal that some federal funds be allocated based on schools' scores on the new national test. Far from stimulating improvement of schools, this simplistic use of test results would create perverse incentives for schools to exclude students who they fear may lower their average scores-children who are handicapped or who speak little English and those with special learning needs or fewer prior educational advantages.

CUCH A "REWARD" SYSTEM WOULD confuse the quality of education offered by schools with the needs of the students they enroll. It would work against equity and a fair system for allowing parents to choose their children's schools because it would discourage, schools from opening their doors to students who most need them.

This scheme would also further disc talented professionals from working challenging schools, where performer standards would be more difficult to at. For disadvantaged students, who alies are disproportionately assigned undergul ified teachers, withholding funds for schools based on low test scores promis only to place them in double jeopardy.

In the long run, assessment can promy reform only if we invest in more useful and valid measures of student learning and in sist that they be used appropriately. Rub ing to create a national test in the imaged our current tests will only slow our mo gress toward better-grounded and more challenging approaches to teaching and learning. Creating authentic assessment of students' actual performance is a strate gy with much greater potential benefit.

As the nution seeks strategies to inprove education, the many voices of the cational researchers must be heard. le search evidence about teaching, leaning how to institute new programs and cume la, the process of change, and schoolalture and organization must inform the 6cussion of educational reform. Policy should be shaped by the best information available, and researchers must street insure that policy makers know whaten information is.

Linda Darling-Hammond and Ann Libe man are professors of education at Teach ers College at Columbia University ad co-directors of the National Centerie Restructuring Education, Schools, at Teaching, Ms. Lieberman is president the American Educational Research 859 ciation, and Ms. Darling-Hammond's former member of the association's Euc

■ HI PLOPIE at the pricey prep school who, in 1975, asked me to teach writing when their regular writing teacher got sick were obviously desperate. My only credentials then were five published novels: I hadn't set foot in a classroomother than my children's—for 20 years. My employers must have thought something like: "Well, she can write, can't she? Hey-she can teach the stuff."

By Anne Bernays

Charming. The so-called "arts" (and I suppose that includes photography, mime, and print making) are the only disciplines in which it's assumed that if you can do it, you can teach it-whether or not you have academic degrees or proven classroom panache. Frankly, I find this vaguely insulting, as it implies that producing serious work in the arts is a sort of ad hoc affair, so it doesn't really matter who "teaches" it.

Some of the best writers can't teach. One novelist praises everything. Another attacks the "immaturity" of the student rather than addressing the student's work. Students complain that criticism they get from those writers is too vague to be useful, too negative, or too patronizing. Asked to write a story, they are given almost no guidance as to how to proceed, where to hegin, and what to leave out. But you can't dance on your toes until you've learned how to move on your feet.

Writing-students' complaints usually reflect either the writer/teacher's unwillingness to part with secrets of the craft or else an inability to articulate knowledge buried too deep to be transmitted in an organized, coherent way. Most writers who can't teach are like the centipede who, when asked which foot it moved first, thought

about it a moment or two, couldn't figure it out, and became paralyzed.

I stumbled through my first semester of "teaching" with no more idea of how to sort out and order what I knew about my craft than the centipede could understand about the physics of his motion. It turned out that one of my handful of students, a senior named Emily, had the gift. Restless in class, she asked for-and received-my permission to do independent work, writing stories that she would then hand in to me to criticize. The next thing I knew the dean of students cornered me and, flushed with anger, demanded, "Who gave you permission to let Emily do independent work?" I told him that I hadn't realized I needed permission. I should have said. "You hire someone with zip experience to teach gifted people like Emily-what do you expect?" Emily was forced to come back and endure the class.

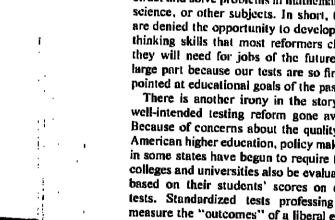
T TOOK ME more than a decade of trial and error to sort out and define for myself and then teach the skills needed to write decent fiction. Even though I was a published novelist, I had written more or less unconsciously, making a lot of mistakes along the way, the material and the words emerging in a headlong rush. I had never isolated such particulars as dialogue, exposition, motivation, description, and so on. I just wrote the stories inside my head, as if I were telling them to someone whose attention I desperately needed to hold on to. I was like Molière's parvenu in Le Bourgeois Gentilhomme who cried, "Good Heavens! For more than 40 years I have been speaking prose without knowing it." For more than 10 years I had been writing fiction, messing around with characterization and point of view, employing indirect discourse and sub-text, and I hadn't even known it.

'M SURPRISED that I wasn't fired by one or more of the several institutions of learning that signed me on for a year or for one semester. I think that what stopped them was their belief that teaching fiction was an arcane occupation derived from the gut and delivered in a darkened roomsomething like a seance. One of my bosses, the headmaster of another prep school, referred to my course in a memo to his faculty as "poisoned candy." A man with four unpublished novels under his belt, this guy was obviously ambivalent about me and my course, but did he have to suggest that learning how to write is like learning sin from the devil? Actually I don't know which ticked me off more—the poisoned or the candy.

One day, during the time I was working on my seventh novel. I experienced a longoverdue revelation: To be a good writer of fiction you not only had to write like a writer: you also had to think like one. Good writing marries two elements: The bride is the craft of finding the right words, the groom is the mind that delivers sensibility and meaning.

A student inadvertently triggered this revelation. She was a divorced woman in her early 50's whose two grown children lived far away. The work she had turned in was flat, uninteresting, predictable-oatmeal and applesauce. For a reason I no longer remember, one day during class she announced that on the previous day, her birthday, neither of her children had sent her a card or called her. I said, "Didn't you Continued on Following Page

Getting **Students** to Think **Writers**



N A FEW PLACES, including Tennessee. the home state of Secretary of Educa-Ltion Lamar Alexander, students' scores on such tests can be used, in part, to determine how much money colleges and universities receive from the state. Thus, the same kinds of standardized tests that have contributed to undermining students' capacities to write, think, and solve problems also are becoming the measures of

The Fragility of Universities; Inertia and Myopia at U.S. Corporations; the Questions Raised by Pain TN SPITE OF OUR VISIBILITY, in spite of believe that management is all-knowing Lour great size and power, universior that competition will always force ties are also alarmingly fragile. We hang companies to do what is most profiton a gossamer thread of confidence and able. But considerable evidence contragood will-often the only link among dicts this view. Historically, the workour scattered constituencies. A single

adolescent prank, a thoughtless remark in the heat of faculty debate, can upset our delicate equilibrium for months on We are sensitive and vulnerable precisely because, in spite of all our economic and technological clout, we are

not a business. We do not make wid--Hunter R. Rawlings, III, president of the University of Iowa, in commencement address this month at Pennsylvania State University

TT IS CLEAR that money can be saved if people are managed better. Study after study shows that reforms that humanize the work environment, respect employees, or give them more latitude turn out to be very profitable. Yet most companies fail to institute these reforms. Inertia, myopia, fear of the unknown, and a climate of conservatism

pervade many U.S. corporations. . . . Many economists do not agree that there are profitable workplace reforms that companies do not introduce, and

ing day has been "too long" in the sense that fatigue impaired effectiveness. Each time the workday was reduced-first to ten hours and then to eight—productivity rose. . . .

Even so, business will no doubt claim that America cannot afford less working time—an objection that has been raised to every proposal to reduce hours throughout our history. This objection has been overcome before, and will be again. -Juliet B. Schor.

rofessor of economics at Harvard University, in The Overworked American: The Unexpected Decline of Leisure, published by BusicBooks

T EARN TO THINK WITH PAIN": these words appear in Maurice Blanchot's book of meditations on the Holocaust entitled The Writing of the Disuster. . . . They suggest that successful treatment for chronic pain will require a medicine that seeks to work within-not against or in disregard ofeach patient's individual system of helief. Sometimes, when the belief system

trenched errors of nineteenth-century medicine, the first task of doctors may lie in reeducating the patient about the nature of pain.

We certainly cannot succeed as a culture by continuing to deny and ignore pain, as if we could silence it beneath a mountain of pills. That clearly does not work. Nor can we help each other by continuing to place unblinking faith in an outworn organic model as limited in its way as the theory that attributes pain to the arrows of the gods. We are more than bundles of neurons. We must recover a sense of the importance of minds and cultures in the construction of pain, and we must begin to prolifera the meanings of pain in order that we do not reduce human suffering to the dimensions of a mere physical problem for which, if we could only find the right pill, there is always a medical solution-

Medicine alone cannot possibly resolve all the questions raised by pain-The fault lies in asking doctors to assume the entire burden of a condition that stretches far beyond the borders of medical practice. —David B. Morris. writer, in The Culture of Pain.

published by University of California Press



LETTERS TO THE EDITOR

'Underclass' and Social Concepts of the Urban Poor

TO THE EDITOR:

I was dismayed by Herbert J. Gans's assertion that scholars and journalists who use the term "under-Social Concepts of the Poor," Point more profitable to determine why of View, January 8). I had hoped we had gotten beyond the point where anyone who tried to speak honestly about the social pathologies of the ghetto was accused of racism or "blaming the victim."

In The Truly Disadvantaged, the

United States history." in the United States after 1978. Not Gans wants social scientists to pay only were they desperately poor, less attention to the victims of pover- non-white, non-English speaking, class" are sophisticated racists—ty and devote more efforts to study—and non-Christian, they had come ("Fighting the Biases Embedded in ing its causes. I believe it would be here during the deepest recession some ethnic and racial minorities in the United States have done much better than other minorities in over- external events that shaped their coming the discrimination and hard-

94 per cent of the average Ameriliberal black sociologist William can family income, while American



J. Wilson discusses the sharp in- blacks earn less than 60 per cent? creases in out-of-wedlock births, fe- What factors enabled the Japanese guments. ness, crime, and substance abuse in sustained mistreatment? Why is it inner-city black neighborhoods. He that Puerto Ricans are becoming a comments that the problems of the part of the underclass, while other urban poor today are different than Latino immigrants are doing much they were in the 1940's and 1950's: better? As the conservative black "To obscure these differences by es- economist Thomas Sowell has obchewing the term undercluss or some served, if discrimination were as To THE EDITOR: other term that could be useful in de- crippling as liberals claim, "Jews and scribing changes in ghetto behavior, norms, and aspirations, in favor of around the world." more neutral designations such as In the mid-1980's Nathan Caplan

Continued From Preceding Page

feel terrible?" To which she answered, "Oh

no, I know they love me-l didn't mind at all."

In a flash I understood why her fiction was so

flabby: She only wrote the sunny hours. When

I pressed her to admit that her children had

hurt her feelings (I know I had no business

doing this---] wasn't her shrink, after all) she

grew defensive and angry and spent the rest of

the semester sending me disagreeable vibes. I

didn't blame her. The following summer I got a

note from her that read: "If I learned one thing

in your class, it's that I'll never be a fiction

writer." So she had understood the message

after ail: You can't be a good fiction writer

unless you're willing to write the shadows and

clouds, the storms and nightmares, unless

you're open to your darker side and your

more baffling emotions. How can you write

about these things in other people when you

don't recognize and understand them in your-

Ever since my conversation with this wom-

an, I have spent as much class and assign-

ment time trying to get students to think like

writers as I have trying to help them control

and master technique. Some of them-often

those who have gone to parochial schools

where they experienced a rigid type of school-

ing-resist acknowledging typical human frail-

ties such as unconscious drives, mixed emo-

tions, ambivalent motivation, and denial.

self?

male-headed households, jobless- and Chinese to overcome decades of Chinese would be poverty-stricken

tied ribbons.

tant social transformations in recent—chinese refugee families who arrived

since the Great Depression. He attributed most of their success to their belief that they could influence the lives, their emphasis on education. ships they have all encountered. and "their collective achievement Why do West Indian blacks earn orientation, their patience and dili-

> The black journalist William Raspberry has written that while racism is real, victimization is a destructive myth that has discouraged many African Americans from taking advantage of the opportunities that recent mmigrants have used so successful-

Gans wants social scientists to "be especially sensitive to the biases . . . investigators of their values but to and they do not listen to traencourage a free and open discussion ditional lectures "his course may be of the issues among people with dif- unique." The late Fred Rodell began ferent values premises in order that offering such a seminar at the Yale new questions can be raised, existing Law School at least 30 years ago, and interpretations challenged, and new it was always in great demand and research stimulated." But this can- oversubscribed. not happen so long as we persist in

Supreme Court seminars offered elsewhere

splendid educational opportunity for at the seminar meeting. lower class or working class is to revealed the remarkable economic fail to address one of the most impor- and educational successes of Indo- into it ("Students at NYU Law dents predict a unanimous reversal in

It's amazing how much of the work turned in at

the beginning of each semester sounds like

writing for six-year-olds: characters flat as pa-

per dolls, plots wrapped up with pretty bow-

my students; but they do need to be skeptical—

to refuse to take people, circumstances, and

events at face value, to look for the grimace

beneath the smile, the tears behind the too-

casy laughter. I advise my students to be curi-

ous, even nosy-to listen in on other people's

conversations and to ask people the kind of

questions that their parents probably told them

were rude, such as "How come you never mar-

ried?" or "Why don't you know how to drive a

I tell students that writers of fiction must

stand aside from the action of their stories and

try to figure out what's really going on. Fiction

writers have to stare their own dark impulses in

cises that isolate the different elements

of fiction, thereby demystifying the process

and giving novice writers the sense that they

have control over both material and tools rath-

er than the other way around, Some exercises

are geared to sharpening technique—for exam-

ple, when to use and when to avoid adverbs

11.33

FTER YEARS of telling students to go home

and write, I now teach through exer-

the face and come to terms with them.

It's not that I want them to be cynics, I tell

VS HIXSON "I don't really need to write a <u>book</u> to get promoted. All I med is something in a hard cover with my name on the outside.

School Are Way Ahead of U.S. Su- United States v. Mains, the college preme Court as They Render Opinions in Major Curan March 19 desegregation case argued in No certainly a good start in protection ions in Major Cases Months Before vember. My seminar also high that too often wander into scientific Justices Do," January 8). Mr. Sager, there will be a reversal, but they se concepts." Wilson, on the other however, is in error when he says it as 5-4, with Chief Justice Rehaping hand, writes: "The solution to this that because the students study cases and Justices White, Scalia, and Soproblem is not to try to divest social "from a judge's perspective only" ter dissenting.

Mr. Rodell was ill in the fall of attacking the motives of our oppo- 1968. I was a visiting professor at TOTHE EDITOR: nents instead of addressing their ar- Yale that year and I pinch-hit for him STUART GALISHOFF and took over his seminar. I was so write to correct the impression on impressed with its educational value - by your article "Informed Conset that I have offered such a seminar every fall and spring since I returned mans" (December 4). The heading to the University of Texas from Yale the opening paragraph, and mathe in 1969. I do not envy Mr. Sager hav- the article have given the ing to work with 24 students. My pression-which I can attest with seminar is always limited to nine students. And neither Fred Rodell nor I that informed-consent procedus Lawrence Sager's seminar on the ever asked our students to prepare Supreme Court at New York Univer- written opinions. Each of our "jussity's Law School sounds like a tices" delivers his or her view orally

Learning How to Teach the Skills Needed to Write Decent Fiction

but a definite liability when it comes to writing

fiction. I told her, "It's o.k. to feel good when

you do something well and to be angry when

it's worth saying again. Writing fiction means

any creative energy-an extremely tricky act.

Teaching fiction is largely a matter of being

Anne Bernays is a novelist and co-unthor of

What If? Writing Exercises for Fiction Writers

in contemporary letters at the College of the

someone hurts your feelings."

Holy Cross.

where to begin a story.

CHARLES ALAN WHOM

Informed-consent rules protect research subjects

I think it is crucially importants Questioned in Research Using Re certainty to be absolutely fakeare somehow harmful or at best us less for the protection of human subjects in research.

I myself wrote, way back in the early 1960's, the Protocol Formuse here at the University of Miami for. by now, some thousands of research projects. I also have served on ou Committees for the Protection of Faman Subjects in both social-scient and adjectives, how to manage dialogue, and research and biomedical research for many years. Over the years labo have studied, taught, and advised Other exercises are designed to enhance the capacity to think like a writer. One of these many researchers on these matters both here at the University of Miami asks students to spend the week between classand elsewhere. I know for a fact this es writing down in a simple sentence or two 10 some of the finest and most intense specific things or incidents that pleased them debates in the country today on ethi and 10 that made them angry or sad. Sounds cal issues generally, as well as on it easy enough. But very few get it right. One use of human volunteers in research, student's first list was devoted to the many go on in those committees in hos dreds of U.S. universities and hospiwonderful things that had happened to her friends, I said, "Didn't anything good happen tals. It is simply wrong to impuga to you?" When she ducked the question, I realthat effort.

ized that she'd been trained to think of others There are, moreover, many va subtle and important issues in it rather than of herself, which is fine in real life formed consents that your arick glossed over, a few of which must be stressed. Certainly physicians ared ten over-eager to obtain voluntee for their own research, which is wh) If you hear an echo here, it's only because it is pretty nearly a universal rule that physicians may not serve as the per shedding illusions without going sour or losing son who obtains the informed col sents for their own research. Ratht this must be done by an uninvolved there for those who don't yet trust their inner nurse or colleague.

Second, by law, all such revies committees must have lay members some of whom are quite able to guid researchers in the rewriting of the informed consents so that they will (HarperCollins, 1991). She holds a joint chair (a) be comprehensible to potential subjects; (b) give a fair overview of the risks and benefits that, to the best

issue at play in why women drop out program, with the option of pursuing or change majors. How long are we an advanced professional degree, A going to stay on the periphery of the statistically valid national survey of issue and just "recommend" that community pharmacists conducted work be done on the core of the prob- by SRI International found that 64 per

d our knowledge, are involved; (c)

(thumb is one page) that the patient

will merely glance at it and not read

g and (d) give a true picture of what

While the volunteers are to be paid

afair amount for their travel, time,

and effort, the pay shall not be so

and as to serve as a coercive factor,

b. for example, when volunteers are

solicited from the improverished or

the homeless or are, alas, poor medi-

Certainly, the procedures need to

leimproved, and they do need some

stallay input. In addition, the idea of

see such matters in very sensitive

sudies is thoughtful, provided that

they do not stiffe, but rather encour-

act, individual and local institutional

Furthermore, the whole push to-

ward the double-blind method (in

which the physician involved does

not know which patient has received

the drug and which the placebo) is

l always possible, as when the experi-

ment involves some elaborate surgi-

cal procedure or some extensive

treatment regimen, because one can-

While I agree that they are quite

uneven, nonetheless institutional re-

iew boards do often provide a very

refined measure of protection for hu-

man volunteers. . . . To give any oth-

erimpression of this fine process is

simply wrong. Certainly, it needs to

be improved, but it is a truly noble

beginning, to which, indeed, Jay Katzhas greatly contributed. But for

him to say that it is "largely a cha-

nde" is irresponsible and custs un-

deserved scorn on the many, many

people who are involved in the day-

to-day processing of informed con-

Broad remedies needed

TO THE EDITOR:

lokeepwomen in science

Some of us read with despair an-

other article that identifies the con-

liming shortage of women in science

and yet offers suggested solutions

) that fall far short of dealing with the

essence of the problem ("Continuing

oried; Many Drop Out," December

Chris Raymond has undoubtedly

THORNE SHIPLLY

Professor of Vision Science and Professor of Psychology University of Miann Miann

not set up control groups. . . .

having national committees to over-

the patient is getting into.

are not so long and tedious (the rule

The bottom-line question is: Who really cares about whether women enter the scientific and technology that 59 per cent of pharmacy deans fields? All the monitoring programs will not override demeaning, threatening, and insulting classroom treatment that gives a woman the message that she just doesn't matter. Shirley S. Malcom is on target, but a list of things the women need to do is misdirected. PAT PARRELL

Associate Professor of Leisure Studies
Co-Director of MS WIZ: a program to help
young women chaose careers in science
Pennsylvania State University
University Park, Pa.

Retail druggists oppose doctoral requirement

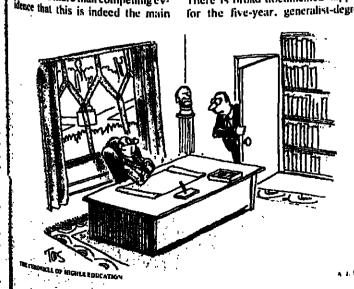
TO THE EDITOR:

The story in the December 11 issue of The Chronicle (*3 Big Pharmacy to select the educational programs Groups Call for New Doctoral Program to Be Adopted as Entry-Level their career objectives. It is impor-Requirement for Profession") began tant that contemporary needs and to explore the many issues related to public-policy objectives be considthe future direction of pharmacy edu-ered in this issue. ention and the impact that proposed changes in pharmacy-degree requirements would have on the profession's ability to meet the public's growing needs for community phar-

macy services. Because the issue is complex and important to the nation's need for increased access to health services, the No guilt proved National Association of Chain Drug Stores is concerned that the issue be thoroughly debated, with an opportunity for all viewpoints to be represented and seriously considered. Chain drug stores hire 55 per cent of the pharmacy graduates who enter practice each year. . . The association has strongly advocated the need for a multiple-degree approach for pharmacy education, which would enable pharmacy schools to meet the lynching" remark as you have. It growing needs of community pharmacies, as well as provide opportunities for students to pursue advanced

programs for other practice settings. The accreditation agency for the nation's 75 schools of pharmacy, the American Council on Pharmaceutical Education, has proposed that pharmacy schools adopt a doctor-ofpharmacy degree as the single entrylevel degree. This is being viewed as Shortage of Women in Science De- a requirement for maintaining accreditation. The process being followed by ACPF presents the impression that the proposal is a fait accom-

reported accurately. In the article me is teased with the suggestion of The most important fact is that the the need "to modify pedagogical appharmacy community does not supproaches in science courses." There port acer's restrictive proposal. kems to be more than compelling ev-There is broad documented support for the five-year, generalist-degree



"The branch campuses are revolting!"

cent of pharmacy practitioners opnose the exclusive Pharm.D. requirement. Further, the say study reported did not favor the movement to an exchisive Pharm.D. program.

In a survey of its members, the National Association of Retail Druggists, representing independent retail pharmacies, found that a majority of its membership also was opposed to a mandatory Pharm.D. degree as the entry-level professional degree.

In an era of limited and shrinking educational resources, requiring schools of pharmacy to offer a more lengthy and more costly program that is not justified is a disservice to the public. Such a requirement reduces the academic freedom of pharmacy schools to determine what type of educational programs they will offer, and it eliminates the right of students they believe most appropriate for

Despite requests made by many. ACPE has not made public the data and analysis used to support its dec-Inration. . . . Phill.19 L. SCHNEIDER Director of Public Affairs National Association of Chain Drug Stores Alexandria, Va.

in Thomas hearings

TO THE EDITOR: Pardon me, Estelle B. Freedman, for my lack of support for your wellarticulated position in "The Manipulation of History at the Clarence Thomas Hearings" (Opinion, January 8). I doubt if very many people, historians included, read as much into Judge Thomas's "high-tech seems to me that all of your research. Psychology accreditation analysis, and historical perspective



have blinded you to the fundamental reason why Anita Hill's testimony failed to prevent Clarence Thomas's Supreme Court appointment.

In this country, one is presumed innocent until proven guilty, and the proof just wasn't there-plain and fluenced the Senate to approve the nomination in spite of the charges.

KEVIN BASTIAN
Director of Computing
ecommunications Services
Humboldt State University

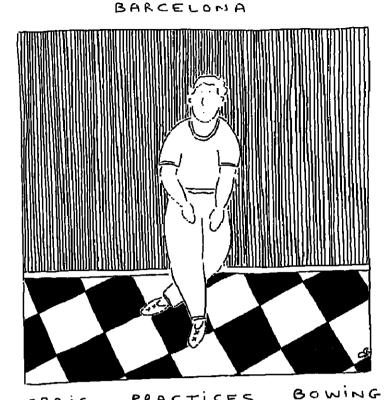
TO THE EDITOR:

Reading Estelle B. Freedman's essay, I ran across the sentence: "As successful as he was at deflecting attention from the evidence of sexual harassment . .

Apart from all the sophistry in

MEANWHILE

DOWN



PRACTICES CRAIG TRADITION

Freedman's piece, what stood out for ries"), staff writer Ellen K. Coughlin me is the buildly dishonest reference informs us that "the imagined heartto "evidence of sexual harassment." beat" heard by the narrator of Edgar No such evidence was ever present- Allan Poe's "The Tell-Tule Heart" in ed at the Senate Judiciary Committee's hearings. What was presented amounted to nothing more than alle-

Anyone who wishes to instruct your readers about the manipulation of history disqualifies himself or herself by such a blatant attempt at his-murderous narrator? torical distortion as was evident in Freedman's piece.

Professor of Philosophy Auburn University

is carefully done

TO THE EDITOR:

Alan G. Kraut's comment that accreditation as carried out by the Committee on Accreditation of the Correcting the record American Psychological Association amounts to a "pencil-and-paper test" is inaccurate ("Accrediting To THE EDITOR: Group Is Under Fire for Approving Psychology Program." January 8).

As an experienced site visitor for APA's committee, I know that multiple site visitors read the self-study nd many other documents, meet with interested parties at all levels (students, alumni, faculty, staff, and administrators), and even read theses and dissertations written by former students in the program in order to gain an understanding of

As a former member and chair of simple. The decade-long delay in APA's accreditation committee, I v that committee members read and the strength of the testimony on and discuss primary documents care-Judge Thomas's behalf are what intailed report, before they vote on granting accreditation. . . .

M. MARLYNE KILBEY Chairperson of the Psychology Department Wayne State University Detroit

What was ticking in tale by Poc?

TO THE EDITOR: Reporting on an essay by John Cleman in your January 8 Research Notes ("Poe said to explore issues of insanity defense in his crime sto-

victim's watch."

Is Ms. Coughlin suggesting that the unfortunate old man had a watch pocket in his nightshirt or that his Rolex somehow survived his brutal dismembering at the hands of the

Some years ago this writer demonstrated that the sound heard by the narrator probably is the faint ticking of an insect infesting the house where the murder occurs, for which see The Lesser Death-Watch and The Tell-Tale Heart' " (American Transcendental Quarterly 2, 1969).

JOHN E. REILLY Retired Professor of English College of the Holy Cross

on Beardsley's Merlin

Your caption beneath "The Universal Appeal of the Legend of King Arthur" (January 8) needs correction. Aubrey Beardsley (1872-1898) created his "Merlin" for the 1893-1894 Dent edition of Sir Thomas Malory's Le Morte d'Arthur, not for a 1927 edition printed almost 30 years after Le Morte de Beurdsley.

JOHN J. CONLON Professor of Theatre Arts University of Mussachusetts at Boston

to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

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(Fax: (852)603 5026) before February 22, 1992. Please quote the reference number

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Accounting: Internal Auditor—Louisiana State University Medical Center. The Louisiana State University Medical Center in vites applications and nominations for un internal Auditor position. The internal Auditor shall perform or assist in the performance of financial and/or operational audits at the Medical Center in New Orleans and Shrevoport, all associated clinics, Intermediaries and group practices as assigned by the Director of Internal Audits or the Vice Chancelor for Administration and Finance, Candidates must possess a Bachelor's degree in Accounting, Finance, Busitess Administration, Public Administration, or a closely related held. A minimum of one year of professional lovel experience in suditing, accounting or financial management. Desired qualifications include a Certified Public Accountant Certificate; Master's degree in Accounting, Finance, Business Administration, Public Administration, or closely related field; and public accounting and/or auditing experience. Salary is commensurate with experience. Salary is commensurate with experience. Salary is commensurate with experience. The LSU Medical Center is a state-supported academic beath center with teaching, research and public service programa is allied health professions, denistry, basic blomedical sciences, medicine and nursing. The total current funds expenditures for fiscal year 1991 was over \$300 million. Applications should be sent no later than March 15 (1907) or page 1991. dinires for fiscal year 1991 was over \$300 million. Applications should be sent no later than March 15, 1992 to: Romale Smith, Vice Chancellor for Administration and Finance, Louisiana State University Medical Center, 433 Bolivar Street, New Orleans, Louisiana 70112. LSUMC is an EEO/AA employer.

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Ross University invites applications or reunmations for the position of Dean of its School of Medicine at its campus in its School of Medicine at its campus in the West India. RESPONSIBILITIES: The Dean, who reports threally to the President of the University. Its responsibility for and auditurity user all aspects of the School's Basic Science operations. QUALIFICATIONS: An M.D. degree, expelience in medical school teaching and administration. (Experience as a dean or associate dean preferable.) SALARY AND BENEFITS: Negoriable. Solary will be free of income tax. (No Federal, State, or Local U.S. Income Laxs), no Dominican income tax.) APPLICATION PROCEDURE: Send letter of application accompanied by C.V. and names, addresses and telephone numbers of references to:

Dr. Robert Ross Ross University School of Medicine 460 West 34th Street, 12th Floor New York, NY 10001

King Faisal School has a vacancy for a professionally trained chief libratian. This new boys' school in Riyadh, Saudi Arabia opened in September 1991 with 310 students in grades one through six. A middle school will be added in September 1992 and secondary classes will be set. clases will begin in 1993 for a planned total of 1100 students in this innovative private school.

LIBRARIAN

2/509/2/92 and mark "Recruitment" on cover.

Candidates should hold a library science degree, have substantial experience in elementary and secondary education and must know both English and Arabic.

An unusual opportunity for the right person. High salary, idyllic campus, attractive benefits.

Reply in English with c.v. to: Dr. I.W. Nystrom Executive Consultant

King Faisal School P. O. Box 94558 Riydah 11614 Tel. + 966 U1 482-0802 Fax. + 966 01 482-1521

Telephone the Marriott Hotel-Copley in Boston, February 5th-9th (617) 236-5800, ask for Dr. Nystrom

New Mexico 23, 32, 35, 41 New York 7-9, 12, 15, 17, 18, 3-2, 24-32, 34, 36-39, 41, 43-45, 47 North Carolina 12, 22, 25, 47 North Dakota 39 Ohio 9, 16, 18, 20, 21, 23, 37, 38, 34, 36-38, 41-43, 45 Oklahoma 12, 15, 36, 42, 46 Oregon 20, 39 Pennsylvania 10, 12, 14, 16, 18, 34 24-27, 30, 32, 33, 36, 43-45, 47 Rhode Island 9, 43, 44 South Carolina 13, 16, 20, 32, 46 South Dakota 19, 33 Tennessee 9, 11, 19, 28 Texns 8, 10, 13, 14, 17, 19, 21, 25 Texns 8, 10, 13, 14, 17, 19, 21, 25 Utah N, 13, 18, 36 Vermont 20, 43 Virginia 10, 16, 17, 21-24, 26, 34-38, 38, 41, 44, 47 Washington 6, 8, 16, 18, 22, 22 West Virginia 12, 16, 21, 22, 27, 28 30, 32 Wisconsin 7, 17, 18, 20-24, 27, 28 37-39, 45 routing Brainess Administration, or retued feld, apprevioury experience; health
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Application Procedure

related, historically black college Dubes include reaching of undergraduate courses in accounting, advising students, participating in academic committees and coordinating the Accounting Program (b.D. or DHA in Accounting in required, Salary, commensurate with qualifications and experience. Work: 8 0ft a m - 5 00 p m Please contact Dr. Cufford Pitt, Dean of Academic Affairs, Mides College, P. O. Box 1800, Burningham, Alabama 35208

gram and experience in recruiting a multi-cultural student population is required. Sal-ary will be commensurate with experience. Nominations and applications will be re-ceived through February 22, 1992. Icqui-nes with three current latters of recommen-dation and a résume should be directed to: 13. Michael Kaelke (Attention: Mr. Peter-

AMERICAN LIBRARY ASSOCIATION

15 Library/Book Fellows positions open

Applications are being accepted through April 15 for the 1992-93 Library/Book Fellows Program. The point program of the American Library Association (A) Anothire United States Information Agency (USIA) will place approximately 15 U.S. citizens overseas beginning in September. While 21 positions are listed, funding will permit approximately 15 placements

mately 15 placements.

Stipends for LibraryBook Fellows are \$30,000 per year. Travel expenses fiellow and one dependent) to and from host country will be reimbursed, health insurance and a small housing subsidy are provided. Eligibility requirements are: U.S. citlzenship: language skills of the host country (desired and sometimes required) and education and experience in library or information science, publishing or other fields directly related to the interests and needs of specific projects with demonstrated competency as required. If selected, certification from a physician attesting physical and emotional soundness to conduct the fellowship will be required. Persons who have lived atmost for a 10-year period immediately preceding application are not eligible.

A description of available positions and requirements are attached. To apply, send resumé with a cover letter briefly stating desired position, foreign-language skills, subject expenise and maximum placement service length (no application forms are available) to: Robert P. Doyle, Director, Library/Book Fellows Program, American Library Association, 50 East Huom Street, Chicago, It. 6061 L. Telephone 1-800-545-2433, extension 3200. See center insert in the March 1991 or March 1992 American Libraries for additional information on the program.

The ALA is a private, nongovernmental educational organization. Founded in 1876, it is the oldest and largest library association in the world with more than 53,000 members representing all types of libraries. The USIA, an independent agency within the executive branch, is responsible for the U.S. spovernment's overseas cultural and information programs, including 153 libraries in 95 countries, the Fulbright schokuship programs, the Voice of America and the WORLDNET satellite television system.

1992-93 Library/Book opportunities:

Cotonou, Benin: National University of Benin: French required, Four to the reliable beginning October 1992. Survey, evaluate and analyze collection; write automation plan for an unline collection. Maseru, Lesotho: Lesotho Nation Tibrary Services: One year, September 1992-August 1993; Provide in-service training for school librarians; help plan a library science curriculum for the tracker training codlege and the National

Zomba, Malawi: University of Malawi: One year, September 1992-August 1993: teach courses in catalogong and Library of Congress classification, provide training for University library cataloging department staff and assist in development of automation.

Badan, Bigeria: University of ibadan, Department of Library, Archival and Information Studies: One year, October 1992-August 1993, Teach introductory courses in library automation.

AMERICAN REPUBLICS

Santiago, Chile: National Archives: Fluency in Spanish is required. One year, September 1992-August 1993: Develop an automated system for control and access to all government documents; train librarians and archivists in the preparation of documents to be sent to the Archives; consult on current cataloging procedures.

nic preparation of cocuments to be sent to the Archives; consult on current cataloging procedures.

Bogota, Colombia: Iudicial School of the Ministry of Justice: Fluency in Spanish is required. Six months, February-August, 1993: Promote the creation of an automated judicial documentation; train slaft in selection, promotion, organization and management of materials; serve as a consultant un library automation.

Quito, Ecuador: Universidad San Francisco de Quito: Fluency in Spanish is required. Four months, beginning September 1992: Train staff in the application of Library of Congress classification system and online searching techniques.

Monterrey, Mexico: Universidad de Monterrey: Moderate or fluent Spanish is desired. Eight months, September 1992-April 1993: Implement a training program in online searching; evaluate reference collection and services; evaluate bibliographic instruction program.

Paramaribo, Suriname: Anton de Rom University of Suriname: Six months, October 1992-March 1993; Assist the university in establishing Suriname's first library school; plan curriculum; determine staffing needs.

Seoul, Korea: Seoul National University Library: Eight months to one year, beginning September 1992. Evaluate Western language collection in the social sciences and humanities and assess its strengths and weaknesses; build a balanced and comprehensive collection; assist in acquiring and receiving materials; prepare collection develop-

ment policy.

Sintok, Kedah, Malaysia: University Utara Malaysia: Twelve months, beginning September 1992. Assist in the planning and design of a Resource Center in Entrepreneurship, including collection development and information services; experience in collection development in business and industry.

Manila, Philippines: National Library of the Philippines: Ten months, September 1992-June 1993. Assess needs of government documents department; assist in preparing a long-term development plan and conduct training in government documents organization and use; design anti-develop a legislative reference and research service.

Tallinn, Estonia: National Library of Estonia: Estonian, Russian or Finnish preferred. Four months, September-December 1992: Advise on development of a parliamentary reference and research information service, including acquisition policy and analytical research techniques; provide instruction in fibrary automation, online databases and a general review of U.S. librarianship.

Leipzig, Germany: Leipzig Book Fair: Moderate to fluent German. One year. October 1992-September 1993. Provide introduction to U.S. publishing techniques, with special emphasis development of textbooks with informa-tion on U.S. history, interature and society and on marketing, audience development and public relations skills. Budapest, Hungary: Regional Environmental Center for Central and Eastern Europe: Some knowledge of Hungarian desirable, but not absolutely necessary. One year, September 1992-August 1993. Plan, organize and develop the Center's collections; develop a plan for the Center's modernization and management.

Riga, Latvia: National Library of Latvia: Some knowledge of Latvian or Russian destrable. Eight months, October 1992-May 1993. Develop a strategic long-range plan for the library's services, collection development and management including preparation for a new building.

Ankara, Turkey: Hacettepe University, Department of Library Science: Four to six months, heginning September 1992. Develop curriculum and teaching materials in archives management and education, develop a basic text on archives management for translation into Turkish.

Kuwalt Clly, Kuwalt: National Scientific and Technical Information Center: Nine months to one year, beginning September 1992. Rebuild the collections and services of this scientific library; experience in specialized environmental or marine biology library or information center.

Al-Ain, United Arab Emirates: United Arab Emirates University: Moderate Arabic language skills highly desirable, but not essential. Six months, September 1992-February 1993. Train staff in the use of the Library of Congress classification system, subject headings and MARC format.

Hallfax, Nova Scotla, Canada: Dalhousie University: Six months. Evaluate American Studies collection; make recommendations for further acquisitions; provide guidance for bibliographers in American studies for collection development; present lectures on U.S. online database systems.

the Institute for African American Studies are seeking a specialist in the African American Arts. Discipling open, This is a family awards program, computer records, are seeking a specialist in the African American Arts. Discipling open, This is a family awards program, computer records, and surpoil of Professor Roger Keessias. The American Studies and the resident in the Department of Antisymphologist in the African in the Department of Antisymphologist in the African in the De office and a resume should be directed to disting and a resume should be directed to the successful candidate must be successful candidate must gotable. The successful candidate must candidate

lege of Contraunication, Journalism and Performing Arts, 1131 West Wisconsis Avenue, Milwaukee, Wisconsin 5223.

Afternature and Studies/Arts: Professor in African-American Arts (apen level). The Milwaukee are selected to the Studies of Programming with alumni, its board of directors and the University of Connecticut's School of Fine University of Connecticut's School of Fine On activities such as alumni publications, Arts (Art. Music, and Dramatle Arts) and

American indian Studies: Tenure track po-ation, mak and field open, Department of American Indian Studies. Ph.D. preferred and understending of contamporary Ameri-can Indian Communities required. Latter, virs and three letters of recommendation to Thomas Cox, American Indian Studies De-partment, San Dieso State University, San Dieso, California 92182. Review begins March 1. AA/EOS.







NATIONAL UNIVERSITY OF SINGAPORE

School of Building and Estate Management

Applications are invited for teaching appointments in the School of Building and Estate Management in the following areas:

Real Estate Investment (Portfolio and Risk Management)
Real Estate Development and Joint Ventures
Real Estate Finance
Real Estate Marketing
Comparative Urban Land Studies
Facilities Management
Building Surveying
Building Services

Candidates should have at least a Master's degree, tive years' relevant working experience and some teaching experience in preferably two of the areas listed above

Besides the undergraduate programmes in Building and Estate Management, the School also conducts MSc programmes in Real Estate, Project Management, Property Maintenance and Management and Building Science by coursework Appointers will be involved in undergraduate and/or postgraduate teaching. They will also be required to undertake research for which facilities and adequate funds are available. Gross annual emoluments range as follows:

\$\$50,390-64,200 \$\$58,680-100,310 \$\$88,650-122,870 \$\$108,870-146,970

 $\{US$1.00 = S$1.61 \text{ approximately}\}$ The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include, provident fund benefits or an end-of-contract grafulty, a settling in allowence of \$\$1,000 or \$\$2,000, subsidised housing at nominal rentals ranging from \$\$100 to \$\$216 p.m., education allowance for up to three children subject to a maximum of \$\$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation tees up to a maximum of 60% of their gross annual emoluments in a calendar year.

The School of Building and Estate Management is a department in the Faculty of Architecture and Building. There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for teaching and re-

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh): an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail: A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers, UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line library catalogue, internet and BITNET.

Application forms and further information on terms and conditions of service

The Director

The Director
North America Office
National Univ. of Singapore
55 East 59th Street
New York, NY 10022, U.S.A.
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to PERVL@NUS3090, or through Telefax: (65) 7783948.

SALT LAKE **COMMUNITY COLLEGE**

Architectural Technology Faculty (2 Full-Time Positions)

Must have experience in computerized architectural drafting. Must be a li-censed architect and have 6 years of full-lime, paid experience, either teaching or non-teaching, in the architectural field. Positions to begin March 30 and September, 1992. Salary range: \$20,107 to \$25,134 for 9-month appoint-ment plus good benefits. See Position Announcement for all requirements. Closing date for consideration: February 14, 1992. Submit SLCC employ-ment application, cover latter, resume, transcripts, and 3 current letters of recommendation to

SALT LAKE COMMUNITY COLLEGE Personnel Services Office 4600 South Redwood Road P. O. Box 30808 Salt Lake City, Utah 84130 801-967-4210

An Equal Opportunity, Affirmative Action Employer

Archaeology: Visiting Scholar in Archaeology 1992-1995. Center for Archaeological Investigations, Southern Illinois University at Carboodate. Visiting Scholar organizes an annual conference, Il-month appointment, topic open. Anthropology Ph.D. required, Letter, 8ve-page conference proposal by March 10, 1992 to: F. Smitey, Chair, Visiting Scholar Compitee, Center for Archaeological investigations, Southern Illinois University at Carbondate, Illinois 63901-4628; (618) 453-5053; Bitteet OAUSGGSIUCVMB. SIUC is an Equal Opportunity Employer. Women and minority applications secenaged.

Professor Jack Golson. The appointee will be a prehistorian with a distinguished record of research, publication and leadership. The Department's pregnit research is concentrated on Australia. New Oulnes, and the islands of the Southwest Pacific send there is a preference for the appointed to have had research experience in the region. The appointee will be expected to undertake research in the region. The Department has recently established a research faboratory in the new and developing field of organic residues analysis. The position of professor is primarily one of research and postgraduate appervision. The appointee will be expected to undertake the price of lead of Department for a position of professor is primarily one of research leadership within his or her field and to undertake the price of lead of Department for a position of the school of Pacific Sinders; Telephone; (616) 249 2678 or Fax; (616) 227 1893. The Australian National University, GPO Box. 4.



THE HONG KONG UNIVERSITY

SCIENCE AND TECHNOLOGY

The Hong Kong University of Science and Technology was estab-lished in April 1988 and is lunded by the Hong Kong Government. Its mission is to extend educational opportunity, to contribute to the territory's economic and social well-being, and to promote re-search, development, and entrepreneurship in the Asia-Pacific re-

The University invites applications for the following posts:

RESEARCH CENTRE

Principal Research Scientists/Engineers (Energy; Environment; Infrastructure; Information Systems/Microelectronics)

(Post titles subject to Council's approval)

Appointees will be responsible to the Director of Research Centre for the development, implementation and maintenance of research programmes in the areas of energy; environment; infrastructure; or information systems/micro-electronics. Duties include the sourcing and management of research funds for the programmes.

Qualifications: Applicants should possess a doctorate in engineer Ing or science in the respective subject areas, with substantial expe-rience in conducting industrial and university research, as well as in the management of research programmes and procurement of con-

Salary: Salary will be commensurate with qualifications and experience and can be within the professorial range, the minimum of which is US\$87,900 per annum (US\$1 = HK\$7.8).

Conditions of service: Generous fringe benefits including medical and dental benefits, annual leave, and children's education allowance are provided. Housing benefit and passages are also provided where applicable, initial appointments will be on a three-year contract which is renewable subject to mutual agreement; a gratuity of an amount equal to 25% of the total basic salary drawn will be payable upon successful completion of contract. It is the intention of the University to introduce a superannualion scheme and arrangements will be made for eligible staff to join the scheme as appropriate.

Application procedure: Applications/nominations together with a curriculum vitae and the names of three referees should reach the Personnel Office. HKUST, Clear Water Bay, Kowloon, Hong Kong by 28 February 1982; but the search will continue until suitable applications are refereed.



Anticipated Faculty Tenure Track Positions for 1992-1993. The Department of Curriculum and Teaching seeks full time faculty members for the following positions:

Secondary Education—Business Education Teacher Education with capacity to work in general Secondary Education. Secondary Education—Teacher Educator/Secondary Education General Curriculum

Elementary Education—Social Studies Teacher Educator Qualifications: Earned doctorate related to the position and appropriate experience, interest in school-based collaboration and field work. Evidence of current and future scholarly activity. Experience in teach-

Applications from members of traditionally underrepresented groups

The Department of Curriculum and Teaching is committed to prepar-ing reflective scholar-practioners to teach students from diverse pop-utations. The faculty is dedicated to collaborative interaction and

Send letter of interest, current curriculum vites and names and tele-phone numbers of three references, by FEBRUARY 19, 1992 to:

Dr. Selma Greenberg. Chairperson
Dept. of Curriculum & Teaching
243 Gallon Wing
School of Education
Hofstra University
Hempstead, NY 11550

HOFSTRA UNIVERSITY

Holstra University is an Equal Opportunity, Affirmative Action Employer

Canberra, ACT 2601, Australia. Closing date: 28 February 1992. Reference: 6.1.1. | ture in a recognized is date: 28 Fabruary 1992. Reference: 6.1.1. Salary: A578.10 per annum. Appointment: To retiring age. 65. Applications should be submitted in duplicate to the Registrar, Australian National University. GPO Box 4. Carborra ACT 2601, Australia, quoting reference number and incheding curriculum vitae, list of publications and numes of at least three references. The University reserves the right not to make an appointment or to appoint by invitation at any time. Further information is a valiable from the Registrar. The University is an Equal Opportunity Employer.

Aris Art Instructor, Division of Arts and Languages. Required: Master of Fine Arts degree. Must be received by September, 1992. Preferred: Teaching experience; proven competence in area of specialization with active exhibition record. Must be able to teach transferable courses in two or more of the following areas: printmaking (intaglio, relief), photography and art bistory. May be required to teach at night and off campus. Type of appolatment: full-time, tequae track. Salasy: \$28,400. \$30,900/mine months compact. Availability: Aurust 17, 1992. Apolication deadline: Murch 6, 1992. Interested applicates must submit application, statement of academic Art / Creativity: Fairhaven College, an interdisciplinary undergraduate division of Western Washington University, seeks artist to fill full time tenure track position candidates should be practicing attols with demonstrated interduciplinary interests and teaching shills, including knowledge of creativity, creative process, and American ethnic and minority arts. Duties include instruction and advisement of students in small classes and individualized student in small classes and individualized student study projects. Instruction as highly

philosophy, résumé, transcripts, three fet-ters of recommedation, twenty labeled shifts of own work, and, if available, twen-ty stides of student work to Personnel Of-fice, Laredo Junior College, West End Washington Street, Laredo, Fessa 78040; 512/721-5138, Luredo Junior College is an Equal Opportunity Employer and comples with the immigration Reform and Control Act of 1986

GRIFFITH UNIVERSITY

Division of Education (Mt Gravatt Campus)

CHAIR-POST-COMPULSORY **EDUCATION AND TRAINING** (Confirmed Appointment)

The appointee will have a demonstrated capacity to provide leadership in an area of post-compulsory education and training-vocational education, skill formation, human resource development or adult education. The appointee will have a strong reputation as a teacher and a researcher in alless one of these areas, and be able to conceptualise postcompulsory education effectively across its value institutional settings.

The appointee is also required to have a demonstrated abit to forge positive and proactive relationships with industry government and other relevant community and prolessor organisations. This will include the ability to provide prosts leadership in relation to government policies and concern with respect to post-compulsory education. Further, they so be expected to provide scholarly leadership to enhance to Division's research profile in post-compulsory education

It is expected that the appointee's distinguished record in tertiary education and/or industry will also include a deep understanding of the educational-vocational interface, along with relevant management and administrative experience The Professorial salary is A\$73,800 per annum (A\$77,90) from 1 July 1992).

Intending applicants should seek further information from the Carroli on telephon +61 7 875 5914, or confidential laceinili +61 7 875 5618. Applications should be submitted to the Administrative Officer (Staffing), Division of Education by 8

> Griffith University Queensland Australia 4111 AN EQUAL OPPORTUNITY EMPLOYER



OPENINGS FOR ESL/EFL INSTRUCTORS

THE INSTITUTE OF PUBLIC ADMINISTRATION SAUDI ARABIA

The IP.A., a grovernment sponsored institution for administrative deals ment, is based in Riyadh and has branches in Jeddah and Damma. Alfar locations offer substantial English language programs with a variety dissive and send-intensive courses in General English and English is Settl Purposes A Women's Branch is also located in Riyadh. While most position and women begin yearly in September, applications are accept throughout the year. throughout the year

MINIMUM QUALIFICATIONS: A first degree in English with 1 year TEFL experience. Or an MA in TEFL/Applied Linguistics, with appropriate teaching experience preferred. Experience in teaching ESP, curicular addresses, and programming for computer-assisted language learning works.

CONTRACT: One year, renewable, with an excellent monthly slayed mensurate with experience Salaries start at 6.620 Saudi Riyals (81.66) cluding a monthly transport allowance). Up to 9 increments of 25.54 Riyals (\$140) monthly are added for each credited year of EFLESL experience.

BENEFITS: Include an annual increment, annual round-trp tides in instructor and family, rent-free accommodation, 45 days' paid worlds; local holiddys, education benefits, free medical care and an end-of-security

Applicants should send a covering letter, a curriculum vitae and photo tes of degrees, diplomas, certificates of experience, letters of release testimonials and other supporting documents to.

The Director, English Language Center RIYADH 11141. SAUDI ARABIA Telephone (1) 476-7607 FAX: (1) 479-2136

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Central Connecticut **State University** New Britain, Connecticut 06050

BULLETIN BOARD: Positions available

School of Business The School of Business is seeking applicants for fall 1992 for multiple postions within the School:

Accounting—2 Positions (1 anticipated), Tenure track, Assistant/Full Prolessor.

To teach undergraduate accounting courses. Advisement of students, engagement in research and scholarly activities, and participation in departmental school, and university activities.

Emré Doctorate in Accounting or appropriate discipline, or ABD with spatican progress toward completion required Teaching/business expenses, evidence of reaching effectiveness and research interests preferred.

me, evidence or reacting effectiveness and research interests preferred.

Management Information Systems—3 Positions, Tenure track, Assistantful Professor.

To read undergraduate and graduate management information systems course. Advisement of students, engagement in research and scholarly actions, and participation in departmental, school, and university activities. Emed Doctorate in Management Information Systems or appropriate disci-ble, or ABD with significant progress toward completion required. Taching/business experience, evidence of teaching effectiveness and re-such interests preferred.

Marketing-Tenure track, Assistant/Full Professor Marketing—Tenure track, Assistant/Full Professor. Joeth undergraduate and graduate marketing courses with emphasis on usernational marketing, promotion or entrepreneurship. Advisement of rodens, engagement in research and scholarly activities, and participation in departmental, school, and university activities.

Emed Deterate in Marketing or appropriate discipline, or ABD with against progress toward completion required. Feaching/business experi-tion, evidence of teaching effectiveness and research interests preferred. Review of candidates will begin on behaviory 12, 1992. All positions are offered pending availability of funding. Saddener of application with resume and names, addresses, and telephone numbers of three references to:

Walter Parker, Assistant to the Dean School of Business Central Connecticut State University New Britain, Connecticut 06050

Central Connecticut State University is an AA/LO employer Women, moorners, the handicapped, and veterans are encouraged to apply.



Harlaxton College PRINCIPAL

Applications are invited from suitably qualified and experienced individuals for the post of principal of Harlaxton College. The college, leared in Grantham, England, is the British campus of the University of Reaswille. The principal of Harlaxton College is the clief academic officer and ultimately responsible for the planning and programming of the University's British campus. He reports directly to the Vice fresident of Academic Affairs at the University of Evansyille. In addition to serving as the chief academic officer, the principal serves as the high between the Harlaxton Advisory Connech and the President of the University. Further, he represents the University of Evansyille to the Valuation, the deal candidate will have experience with both the british and American systems of education and appropriate familiarity with handling budgetary matters. The college regularly enrolls appoint and instruction is carried out by a faculty composed of hills ad part-time British and visiting American instruction. The

Candidates with a strong academic background are preferred. The applications with a strong academic background are preferred. The application will take effect no later than August 1, 1992. Screening of conditate will begin immediately and continue until a suitable candidate will begin immediately and continue until a suitable candidate is elected. Further information and applications may be directed to Dr. Erk Nielsen, Vice President for Academic Affairs, University of Evanyille, 1800 Lincoln Avenue, Evansville, Indiana 47722.

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Athletics: The L'ouveralty of Elonds is ac-cepting applications for the position of Ath-letic Director/Intercollegists Programs.

THE UNIVERSITY OF TENNESSEE
AT CHATTANOOGA
SCHOOL

(Faculty Positions)

The University of Tournessee at Chattenage, an emerging metropoliting public university with an exciting future, invites nominations and applications for the faculty pushtions listed below. Located in attractive Southeest Tennessee and the south: (by of Chattenage with a metropolition population of 200,000, the ampus has an enrollment approaching 8000 students Although printerly an undograduate campus, there are 15 master's degrees with 37 program concentrations offered.

The School of Education holds NCATE accreditation and has established an excallent regulation for preparing superior leachers and administrators. An entitlent region for each property of the superior free departments. The School seeks qualified professionals with the work which and antividuals to help the School move halo the 21st century ranking among the best in understoomierstics.

All faculty positions will be filled at the rank of Assistant Professor for a tenure-track, 9-met, appointment with standard teaching loads Essential requirements for all positions include: eatned doctors to in area of instruction sought or closely related field, commitment to excellence in teaching evidence of potential for re-search and scholarly activities; after position-specific requirements are stated be-low. Complete position descriptions will be mailed in response to all application

Interested persons should soud letter of application, vites, three letters of profes-ional reference, and an official transcript of last degree served to the contact person and department noted to this general address: The University of Tompessee at hattonoogs, 613 McCallie Avenue, Chattanoogs, TN 37403.

Department of Educational Psychology & Special Education

• [Counseling]—Earmed doctorate in either Counseling Psychology or Guidance & Counseling saligible for TN licensing as a professional counselor and/or counseling or clinical psychologist; clinical experiences in community ant/or school counseling as well as graduate level teaching experience professod; interest in teaching counseling courses including theories, techniques, practicum, marriage & family, multicultural, geristric, career educ.

multicultural, genetric, career educ.

e (Special Education)—Earned doctorale in either Special Education, Educational Psychology, or Schuul Psychology; preference given to persons with expertise in severely/multiply hamilicapped and/or early childhood special aducation; expertise and training in one or more of the following areas preferred educational a vocational assessment including curriculum-based assessment, secondary programming and transition, instructional methodology & technology. Additional responsibilities include graduate and undergraduate instructions: etudent advisoment. Dr. Barbara Ray, Head, Dept. of Ed Psych & Special Educ.

Department of Human Ecology

(Interior Design)—Master's degree (minimum) in interior Design; university fructing experience preferrud, prefessional experience desirable; teach and advise undergraduate students; participate in department, school, and university commit-tee activities. Dr. Mary Tamer, Heed, Dept. of Human Ecology.

Applications will be accepted until the particular position advertised is filled. Minorities and women are strongly encouraged to apply. The University of Tournessee at Challencoge is an equal employmen opportunity, affirmative action, Title IX, Section 504 institution.

THE ATLANTA COLLEGE OF ART

Chair, Communication Design Department

We are looking for a senior-level person with a distinguished professional record to serve as Chair and member of the faculty of the Communication 10-sign Department at the Atlanta College of Art. Candidates should be capable of increasing the national reputation of our solid undergraduate design program Areas of concentration within the department include advertising, graphic design, and illustration Computer knowledge desirable. Rank negotable Salary & benefits competitive. EOE Starting Date July 15. Application deadline March 6. Send letter and names and phone number of three references to: Search Committee-Communication Design, The Atlanta College of Art, 1280 Peachtree St., NE, Atlanta, Georgia 30309.

i-louda is a co-educational land-grant university with a national and international remaintain as un excellent research and teaching justiciation. Florida's Division finercollegiate adhetic program is comprised of the sparts. Classifications: Master's Demec tequited. Multium eight years' progressively responsible experience in the administration of intercollegiate athetic programs including: fascal and bridget development; fachities and event scheduling; coaching and administrative staff management. Bemoustrated strength in both oral and written communication administrative staff management. It experience preferred. Description: Administer all areas related to the uncess of the intercollegiate men's and women's athletic programs. Represent the University of Florida's Athletic Programs and women's athletic programs, and events. Salary: Commensurate with experience and quadifications. Application Procedure: A letter of application, current résume and listing of (3) professional references must be received no later than February (0, 1992: Personnel/Athletic Director Search, University Athletic Association, Inc., P. O. Box 1448; Colnevyfile, Forida 12604-2485; Equal Opportunity Employer, Wumen and Minorities encouraged to apply tions, MUC is an AA/EOE. Send letter of interest, résumé and names, addresses and phone numbers of three current refere nces to: Daniel Gorman, Chair, Department of Health, Physical Education, Sport Management and Sports Medicine, Mount Union College, Alliance, Ohto 4460. Constantieration of applicants will begin February 21, 1992 and continue until the position is filled. Automotiva Technology: Instructor. Mc-Henry County College, a comprehensive community college located in northern Illi-nols, is seeking qualified applicants to fill the position of Automotive Technology in-structor. Position will include teaching and coordinating responsibilities for the Col-lege's newly revised Automotive Program. Minimum qualifications include course re-lated ASE certification and related work experience. Educational qualifications vary, interested candidates, please call the Personnel Office for further deaths about the position, qualifications and for appli-cant procedure: 815-435-8777. Employ-ment date May 1, 1992. Application dead-line February 14, 1992. Women and minor-illes are encouraged to apply.

of Aft and Sciences Department of Perbana Aria contains four divisions and a contain four divisions also, and, theatre, and arts armage are the state of the stat

Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the country and the world -

every week in The Chronicle.



NORTHERN TERRITORY UNIVERSITY

Senior Lecturer/Lecturer Accounting

Faculty of Business Position No: 3103 Tenurable Position

Senior Lecturer A\$48,688 - A\$56,375 per annum. Lecturer A\$39,463 - A\$47,150 per annum.

Plus District Allowance as applicable.

Teaching Accounting and Auditing. Contributing to the development and implementation of new programs.

both graduate and undergraduate.

Appropriate formal qualifications and preferably a higher degree; eligibility for membership of a recognised professional accounting body; a record of relevant published research; teaching and/or work experience in all or some of the following areas:

Accounting Systems

Computer Accounting Software Accounting Theory and Contemporary Issues.

Applicants with other areas of interest will be seriously Applicants for appointment at Senior Lecturer level should possess relevant post-gracuate qualifications; extensive commercial/professional experience and/or significant experience in tertiary education, including

eaching and research. **Further Information**

A duty statement and selection criteria can be obtained from the Recruitment Officer on +61-89 466493 or fox +61-89 270612.

Additional information is available from Mr G. Andrew on +61-89 466309. This is an opportunity for a person with an interest in

furthering the quality and reputation of a vital school within this recently established University, which has strong links with South East Asia.

An original plus duplicate of letter of application and resume, including telephone contact numbers, plus the names, addresses and facsimile numbers of three referee

should be forwarded to: The Director Personnel Services Northern Territory University PO Box 40146 Casuarina Northern Territory Australia 0811 Ciosino Date: 28 February 1992.

Receipt of applications will not be acknowledged AN EQUAL OPPORTUNITY EMPLOYER

PROVIDENCE COLLEGE

Department of Mathematics / Computer Science

Applications are invited for a tenure-track position in Computer Science with a starting date in September, 1992. Applicant must have a Ph.D. in Computer Science and strong interest in teaching. Normalive workload is nine credits a semester. Non-Ph.D. will be considered for non-tenure track one-year positions only. Please send letter of application and résumé to Mr. Frank Ford, Department of Mathematics/Computer Science, Providence College, Providence, Rhode Island 02918. Applicant should have transcripts and three letters of recommendation sent to the same address. At least one of the letters must address teaching ability. Applications received before February 15th will receive full review, but later applications will be considered as long as position remains open. Providence College is a Roman Catholic four-year liberal arts college conducted under the auspices of the Dominican Friars and is an Equal Opportunity, Affirmative Action Employer. Minority and women applicants are encouraged to apply.

against viral may not and env proteins, characterize biological activities of these antibodies for biosynthesis and functional
properties of viral antigens and characterization of seriological responses. Degree in
Medicine and one year experience in job
offered or one year experience is a lob offered or one year experience as a Research
Fellow/Blood Preservation required. Posiion requires a demonstrated record of indepanded ressearch capacity and technique! tion requires a tempotantate record of in-dependent research capacity and technical expertise in Blood preservation, Blood bio-chemistry. Separation, production and pu-nification of blood components, viral cul-ture and neutralization assays, as evi-denced by professional publications. 40 hour week, \$25,000 per annum. Send letter or resume in duplicate to SAH-277, Room or resume in duplicate to SAH-277, Room York 11201.

Biological/Biomedicai Science: Associata Specialia; Pacifio Biomedicai Reacearch Center (PBRC). University of Hawadi; full-time, teoure-irack, senerai finds, to benin approximately March 16, 1992. Duties: Serve as Manager of the Biological Electron Microscope Facility (DEMF) (1998) and as Assistant to the Director of FBRC and Program Coordinator (30%) of the Research Centers in Minority Institutions (RCMI) Program. As Manager of the BBMF, will be responsible for the following: oversee day-to-day operation; consult with investigators on the application of electron microscopial techniques to their biological research problems; conduct the formal research training of the facility; con-

iuston and renewal proposals and other reports relating to RCMI and PBRC; assist in
the recruitment of faculty, staff, and graduate assistants for RCMI and PBRC; assist
with budgetary planning and control; assist
with program review and evaluation; and
other duties assigned by the Director. Minimum qualifications: Ph.D. In a biological or
biomedical acience, alus four years of experience at the Assistant Specialist level in
electron microscopy, operation of a core
facility, and a proven record in scientific
research management and multi-disciplinary biomedical research report writing. Desirable qualifications: Working knowledge
as a sprincipal investigator of extramurally
linded grants; familiarity with computer
word processins and spreadutes: programs. Salary tange: \$47,994 to \$70,920 anmusity; salary commensurate with experience and qualifications. To apply: Submit
curriculum vine and the names of three references to Dr. Frederick C. Oreenwood,
Director, Pacific Blomedical Research
Center, 1991 East West Road, Honolulu,
Hawaii \$8522; telsphone (808) \$26.838.
Closing date: February 28, 1992. An Equal
Opportunity, Affurnative Action Employer.



SCHOOL OF EDUCATION

FACULTY POSITIONS

The School of Education, University of Pittsburgh is seeking applications for the following faculty positions. All positions are in the tenure stream and are for the academic year (two terms) beginning September 1, 1992. Salaries are competitive and commensurate with experience.

Salaries are competitive and commensurate with experience.

The University of Pitisburgh is an AAU research university. Accordingly, candidates for faculty positions in the School of Education should have an earned doctorate in an appropriate field, demonstrated competence in research and scholarship, and a record of high quality teaching. Candidates should submit a letter of interest, résumé, letters of reference and evidence of scholarly activity to the chair of the appropriate search committee listed below. The review of applicants' credentials will begin March 1, 1992 and continue until the positions are filled.

Assistant Professor in Administrative and Policy Studies. Seeking an individual who can combine theoretically-grounded research, teaching and field-oriented service in the area of educational leadership. The ideal candidate should have a clear focus on educational organizations and other environments, particularly in relation to the creation and use of information systems to improve administrative practice. It is also important that the candidate have both the expertise and experience in balancing the competing demands of technical, ethical, political, and cultural tant that the candidate have both the expertise and experience in balancing the competing demands of technical, ethical, political, and cultural inguiences in educational institutions, especially at the site or campus. Preference will be given to candidates whose academic preparation, professional experience, and research agenda focus on the dynamics of elementary, secondary, and post-secondary educational institutions. Send application materials to Dr. Maureen McClure, Chair, Administrative & Policy Studies Search Committee, 5K38 Forbes Quadrangle, University of Pittsburgh, Pittsburgh,

interest and experience in teaching and learning in elementary/middle schools in multicultural environments and a background in the application of advanced educational technologies. Send application meterials to Dr. Charles Allen, Chair, Mathematics Education Search Committee, 4C23 Forbes Quadrangle, University of Pittsburgh, Pittsburgh, PA 15260.

forbes Quadrangle. University of Pittsburgh, Pittsburgh, PA 15260.

Assistant Professor of Special Education with specialization in Education of the Deaf. The individual will be responsible for teaching courses at the master's/certification and doctoral tevels in education of the deaf, advising students, supervising practicum, and carrying out a program of research in his/her area of interest. Doctorate in Special Education, hearing impaired or related field is required as well as a minimum of three years of teaching hearing impaired students (five years or more preferred). The applicant will have a thorough grounding in instructional strategies and curriculum modifications for school-age deaf children, and will, preferably, also have training and experience in the education of deaf children in the 0-5 age range, including work with parents. Sign skills sufficient for communicating successfully with deaf adults (in Pidgin Sign English or ASL) are highly dealrable. Deaf applicants are encouraged to apply. Send application materials to Dr. Virginia Swisher, Chair, Special Education Search Committee, 4F24 Forbes Quadrangle, University of Pittsburgh, Pittsburgh, PA Assistant Professor of Special Education Education Parts and Professor of Special Educat

Assistant Professor of Special Education Education with a specialty in Learning Disabilities. The individual's primary commitment should be to research in which children and youth with learning disabilities in urban multicultural settings are a central focus. Research interests may lie in the study of learning and cognition in students, instructional practices of their teachers, or school policy programs. The individual will also provide leadership in the graduate teacher certification program which leads to Commonwealth of Pennsylvania certification in Mentally and/or Physically Handicapped (Pennsylvania's non-categorical special education certificate) and in the doctoral specialization in learning disabilities. The individual will be expected to contribute to, and provide some leadership in joint efforts to prepare mainstream teachers and administrators in other programs. Experience teaching students with learning disabilities is desirable, as is previous experience in teaching at the college or university level and a record of research and publication. Send application materials to Dr. Naomi Zigmond, Chair, Special Education Search Committee, 4H3 I Forbes Quadrangle, University of Pittsburgh, Pittsburgh, PA 15260, Assistant Professor Athletic Training/Exercise Physiology. An eamed determined the search document of the professor athletic Training/Exercise Physiology.

Naomi Zigmond, Chair. Special Education Séarch Committee, 4H3 I Forbes Quadrangle, University of Pittsburgh, Pittsburgh, PA 15260. Assistant Professor Athletic Training/Exercise Physiology. An earned doctorate is required with a knowledge base in Exercise Physiology and Sports Medicine. Scholarship should focus on orthopaedic related areas in athletic training and sports medicine. Prior professional experience must include supervision of student athletic trainers at the college or university level. National Athletic Trainers' Association Certification and the candidate must be eligible for Pennsylvania Athletic Training Certification. The individual must demonstrate the capacity for administering clinical internship programs. He/She will demonstrate a strong interest in research and writing, will seek extramustal support, will serve on faculty governance committees, and will develop productive working relationships with colleagues from other units within the University, specifically, the Department of Orthopaedic Surgery. Send application materials to Dr. Fredric Gross and Ms. Kerry Wapte, Co-chairs, Search Committee, Suit 104 Trees Hall, University of Pittsburgh, Pittsburgh, PA 15261.

Assistant Professor of Educational/Developmental and Counselling Psychology. Responsibilities will include graduate teaching, dissertation supervision, and an active research program with strong potential for external funding. We are seeking a psychologist with an applied research focus in the area of family studies and specialies in prevention and intervention, parenting or the family/school interface. The ability to teach basic and advanced courses in Educadonal/Developmental Psychology and/or Counseling Psychology programs is essential. Send application materials to Dr. Lynn Katz or Dr. Milton Seligman, Co-chairs, Psychology I Pittsburgh, Pittsburgh, PA 15260.

The University of Pittsburgh is an Equal Opportunity, Affirmative Action Employer.

Women and minority group members are invited and encouraged to apply.

Blobogical Sciences: Two positions for Biotogists. The Department of Biology-Geoscient Sessor nositions for Pall, 1992 (1) Verse consist. The Department of Biology-George at West Texas State University is sacking applications for two tenure-track assistant Professor level. Applicants should be dedicated to teaching and research for both undergraduate and graduate students. Involvement would include both the freshman biology program and several of the following courses: comparative anatomy, herpetology, ichitypology, fisheries biology, limnology, invertebrate zoology, entomotogy, ichitypology, fisheries biology, limnology, ichitypology, fisheries biology, limnology, ichitypology, graduate applicants will be the two individuals best compilmenting each other's exportise in the above courses. Résumé, transcripts, statements of teaching politicophy for the references should be sent too. Dr. Derl Brooks, Blology-Geosciences Department, West Texas State University. Canyon, Texas 79016 by March 15, 1992. W. T. S. U. is an Equal Opportunity, Affirmative Action Employer and encourages the applications for a tenure-track positions of mailful ded works and the assistant professor. The Department of Biological Sciences Invited the control of the control



OCCIDENTAL COLLEGE

Occidental College invites applications for the E. P. Clapp Distinguished Professorship in Politics. The professorship was established with a generous endowment by Elizabeth McBride, Class of 1919, and Norton Clapp, Class of 1927, in memory of their father, a Pasadema physician and member of the Occidental Board of Trustees for thirty-eight

It is expected that the appointee will have a distinguished record in the study of U.S. government/public policy. The incumbent's teaching, research and publications should focus on approaches to unproving governmental institutions, processes, or policies, including pressures and influences from areas such as the media, minority and class issues, conflict processes, and feminist politics. Consideration for tenure will be negotiated prior to appointment. The initial appointment will be for a one-to four-year period with renewal possible by mutual consent.

Applications are invited from persons both inside and outside the field of Political Science. The interests of candidates in policy or government institutions may involve U.S. domestic or foreign policies, the Executive, the courts, Congress, state and local governments, and/or pressures and influences on policymaking.

Occidental College is an EO/AA employer which encourages applications from women and minority candidates. A faculty of 135 teaches 1, 600 undergraduates and interacts frequently with the intellectual communities centered at UCLA, USC, Caltech, the Rand Corporation and elsewhere in Southern California. Located ten minutes from downtown Los Angeles and an equally short distance from Pasadona, the campus is close to a wide variety of cultural and intellectual resources.

Salary and rank will be commensurate with experience and qualifica-tions. The Search Committee will begin reviewing applications and nomi-nations from April 15, 1992. Please send a letter of application/nomination, a curriculum vitae and three letters of recommendation to:



EASTERN MONTANA COLLEGE

MONTANA CENTER FOR HANDICAPPED CHILDREN School of Education & Human Services (2 positions)

EDUCATIONAL SPECIALIST **PSYCHOLOGIST**

ration activities including the development of specific program and tions. Positions include technical assistance and staff development community programs and opportunities for program development and

Requirements for Education Specialist: Master's degree in Special Education or Educa-tion required; Doctorate preferred. Three years of successful, relevant professional experi

Requirements for Psychologist; Master's degree in Psychology required; Existorate pre-feired. Three years of successful, relevant professional experience. Please contact the EMC Human Resources Office (address and telephone number listed below) for detailed vacancy announcements which outline the job description and qualifi-cations of each position.

APPLICATION: Candidates must send a Letter of Application, Résumé, and the Names and Recent Contact Information of Five [5] References to Streening Committee. Human Resources/EEO AA Office, Eastern Montana College. 1500 N 30th Street, Billings.

DEADLINE: Applications received by February 28, 1992 will be given preference review, however, applications will be accepted until position is filted Eastern Montane College is an Equal Opportunity. Affirmative Action Employer. Women and Minorities are encouraged to apply.

UNIVERSITY OF ARKANSAS AT MONTICELLO

Assistant Professor - History

Tenure-track position at the assistant professor level to reach Latin American history, surveys in American as well as world civilization, and advanced courses. Ability to teach a course in the American West helpful. Qualifications include doctorate in history, commitment to excellence in teaching and close interaction with students, and interest in outreach and special scademic alliance projects with teachers. Other expectations include student advising, participation in departmental and university affairs, and strong involvement person multi-disciplinary department. Position begins August 17, 1992 Women and minoritles are strongly urged to apply. Send letter of application, vits, and at least three letters of reference to: John N. Short, Head, Department of Social and Behavioral Sciences, University of Arkansas March 15, 1992 and will continue until the position is filled.

AN EEO/AA EMPLOYER

reruse. Establishment of an active independent research program involving understraduates and M.S.-level audents is expected. Research area is obest however, expectics in developmental biolosy, biolosical locicolosy, fish physiolosy or physical loxicolosy, fish physiolosy or physical loxicolosy, is desirable. Women and minorities are especially encouraged to apply. Please send curriculum vine, copies of understraduate and araduate transcripts, a statement of research and teaching interests and three (3) letters of recommendation by March [0, 1992, (c) Dr. Martin I. Milichell, Department of Biological Sciences, Murray State University, Murray, Kennucky 42071, Murray State does not discriminate on the basis of race, color, na-

A Bulletin Board notice will reach the audience you want to reachpersons in academe.

The University of Alaska Anchorage School of Education

The Chronicle of Higher Education • January 29, 1/

Anticipated Faculty Positions for Academic Year 1992-93

The School of F duration at the University of Alaska Anchor from for feature-track positions in the following areas: DEPARTMENT OF SPECIAL EDUCATION & STATEWIDE SERVICES

STATEWIDE SERVICES
Associated full Professor - Mild/Moderate Disabilities
Assistant/Associate Professor - Low Incidence Handicapping Codes
Assistant/Associate Professor - Low Incidence Handicapping Codes DEPARTMENT OF ADMINISTRATION, FOUNDATIONS Associate/Full Professor - School Administration

AsianDyssection and Francisco Communication Superinterneted Emphasis
distint/Associated of the Professor - School Administration Elementary
Principal Emphasis
slistanD/Associate Professor - Educational Foundations:

Psychologi/Research
Assistant Professor - School Guidance/Counseling
*Assistant Professor - School Guidance and Counseling/Educational

Poundations

*Assistant Professor - Adult Education/Educational Foundations DEPARTMENT OF TEACHER EDUCATION

DEPARTMENT OF TEACHER EDUCATION

Assistant Professor - Elementary Education Social Science/Reld Empte.

Assistant Professor - Elementary Education Rural Teacher Preparato

"Assistant Professor - Early Childhood Education

"Assistant Professor - Secondary Education Mathematics

"Assistant Professor - Middle School Teacher Education

"Assistant Professor - Elementary Teacher Education/Field Expension

"Assistant Professor - Elementary Teacher Education/Field Expension Pending authorized funding

Application Procedure: Complete position descriptions may be not from Personnel Services or the School of Education on or about \$6.5,4 1992. Application procedures include submission of a letter of application (including employment history); transcripts verifying terminal dega, ment of experience and philosophy regarding cultural diversity transcripts of reference in addition to disciplinary competence, applications of school active accellence in teaching, research, collaborative endeand working with persons of diverse backgrounds.

Personnel Services 3800 University Lake Drive Anchorage, AK 99508 Phone (907) 786-1618 FAX: (907) 786-4608

UAA IS AN EQUAL OPPORTUNITY, ALFIRMATIVE ACTION EMPLOYER

School of Education 3211 Providence Drive Anchorage, AK 99508 Phone (907) 786-1993 FAX: (907) 786-1749

Solano Community College invites applications for the following full-time faculty and management positions:

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COUNSELING: EOPS Counselor-Start date 4/1/92, appl. deadline 38% Beginning salary range: \$33,438 - \$50,768.

INSTRUCTORS: All Positions: Start date 8/14/02, application deadline 300% Boginning salary rango: \$31,631 - \$48,024

History Instructor • Political Science Instructor • Math Instructor • Blology Instructor • Speed Instructor/Forencies Coach • English and a Second Language/English Composition Instructor

MANAGEMENT: Division Dean of Math and Science-Start date #M. application deadline: 3/27/92, Beginning salary \$51,41

Application Information Personnel Office - Solano Community College 4000 Suisun Valley Road • Suisun, CA 8455 707/864-7128

Contact Solano Community College Personnel Office to skip application and job announcement. All application decases must be filled in the Personnel Office no later that 3:00 pm.s.

BOLANO COMMUNITY COLLEGE 18 AN EQUAL OPPORTUNITY AFFIRMS ACTION EMPLOYER AND ENCOURAGES MINORITIES AND WOMEN TO AND

tional origin, vex, or handicap in its programs and activities. The following person has been designated to handle incurrent researding the inaversity's nondocumunation policies. Dr. Dorcen Rauch, One-tier of Affirmative Action, VI8 Wells Itsl, Montay State. University. Morray. Keptacky 42071: 942-762-1155

Biology: Herea Cullege. Assistant Professor, tenure truck, beginning Lall. 1992. Ph.D. with strong repractition in mistrobalising and student research is active for a standard teaching and student research is martin biology, secretics, and cell biology, and other courses for motify; and non-inautiva in keeping with the Cullege's a first-han student for an application of the motify of all persons, Berea encourages applications from women and members of motify from the from the professor women and members of motify from the from the

Biology: Development Biologist Applications are invited for a tenure track position
at the Assistant Professor tank in the Department of Biological Sciences at Mary
Washington College beginning August 15,
1992. The primary responsibilities will be
teaching anatomy, developmental brology
and introductory biology. Experience and
coursework in neurobiology are preferred.
The Department offers two majors: biology
and environmental science. Students enrolling in the paper-level courses are biolo-

small, water conductational institutional and enters, cooling and withington. It is a miles south of Washington. It is a miles south of Washington College is deeplograms for affirmative action and encourage of the south of the

BULLETIN BOARD: Positions available



Peabody College of Education and Human Development Vanderbilt University

As an influential leader in education, psychology, and human development. Peabody College seeks to develop innovative solutions to the challenges facing children and families, schools and classrooms, and the workplace. Peabody has long been recognized as a premier institution for the preparation of teachers, education leaders, and educational and psychological researchers. The College has experienced a decade of planned growth in its research and training programs and we plan to move aggressively to support continued program development, as indicated by

Peabody currently has a distinguished body of over 100 faculty members and more than 1400 undergraduate, graduate and professional students. Faculty and students are distributed across five academic departments, regularly recognized as among the best in the country. Faculty and students are engaged in an extensive array of research and development efforts, many of which are supported by major college centers including the Center for Advanced Study of Educational Leadership, the Corporate Learning Institute, the John F. Kennedy Center for Research on Education and Human Development, and the Learning Technology Center. Special programs within these units include the Susan Gray School for Children and the Institute for Developmental Neuroscience.

Peabody College actively supports interdisciplinary, collaborative programs in the areas of research, development and training. We seek the most highly qualified individuals for our position openings and have a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are especially interested in receiving applications from a broad spectrum of people, including women, members of ethnic minorities, and disabled individuals. Specific position applications should be addressed as indicated below. General inquiries regarding the College's research and training programs may be addressed to the Dean's Office, Peabody College, Vanderbilt University, Nashville, TN 37203.

James W. Pellegrino

DEPARTMENT OF EDUCATIONAL LEADERSHIP

Higher Education Administration The Department of Educational Leadership invites applications and nominations for rack positions in the field of Higher Education Administration - one at the the assistant/associate to ofessor level. Applicants must have an earned decrease in higher education or such related disciplines as anthropology, economics, management, organizational behavior, political science, public policy, or sociology. Candidates at the senior level must have evidence of agnificant scholarably including an sublished record of educational research with commensurate publications. For maddates at the junior level, existence of sprality research is required along with the defineation of specific lines of investigation for future educational research. Candidates must have expertise in at least two of the following areasy academic affairs and administration, curriculum, faculty, organizational behavior, philosophe and history of highereducation. Individuals must have the ability to bridge the practice and theory areas of higher education administration. For a security position, carobilates must base prior teching, research or policy experience. Pusation responsibilities include: (1) Develop and teach courses in the department's higher education program. Depending on the middling interest, the possibility exists to trach other courses within the department and college. (2) Conduct research in the cambidate's area of speciality. (3) Assist in developing and implementing department of programs. (4) Advice stratems in the program and serve as major professor and commutee member for doctoral students in higher education and related fields. Address applications, nonmations or importer to: Dr. Joseph Murphy, Chair, Depatement of Educational Leadership, Box 534, Peabody College, Vanderbih University, Nashodle, 4 N 37203, 66151,622 8000.

DEPARTMENT OF PSYCHOLOGY AND HUMAN DEVELOPMEN'I

Cognition and Instruction

The Department of Psychology and Human Development ouvier applications for an open mark tenure track prostron in the area of Cognition and Instruction. Applicants should have arrengths in areas with as engastive theory, developmental throny, and their implications for learning and instruction. Research approaches that the hole computaional and computer mudeling to bumpers and/or myteus monal technology, and has the teign of intelligent tutors or hypertricilia eas mounteens, are eacouraged. The position includes reaching responsibilities in the graduate and sindergraduate cognitive studies programs. Research activities, in pair, should complement the mission of the Leatning Technology Center, which is no draw our principles of cognitive and developmental floors are technology Center, which is to draw on principles of cognitive and developmental theory to improve instruction. The College takes a broad, integrative sizes of the relationship between theoretical and empirical revealsh related to cognition and tearing Applicants should send a vitae, a cover letter describing content recents area(s) and teach goals over the next 5 years, 3 to 5 paths among and 3 letters of reference to Dr. Suan Goldman or Dr. John Rieser, Cognition & Instruction Search Committee, Box 45, Peabody College, Vanderbilt University, Nathville, 111 47203. Finail, GoldmanS@victivax.bitnet or Rieser][65/victivax.bitnet

DEPARTMENT OF HUMAN RESOURCES

Public Policy and Economics

of Human Resources invites applications but a tenure-track polition in the area of Public Policy and Economics at the assistant professor level. Datter will indude teaching applied microeconomics to graduate and undergraduate public policy students. Research interests in education, health, montal littalih, or welfare economics perfectly. students. Research interests in education, health, mental health, or welfare economica preferred. The position offers an opportunity to work in a lively interdisciplinary tenimonent with colleagues in the westel and behavioral treates in the contexts of Pashody's graduate program in public policy and the Vanderbilt Institute for Public Policy Studies. We are seeking candidates with an earsted discitorate and high potential for funce scholarship and an interest in making a difference in public programs. Send carriculum viete, papers, preprints or reprints and the names and additions of three references to Dr. Clifford S. Russell, Chair, Search Committee, Vanderbilt University, 1288 18th Avenue, South, Nashoule, 722, 32213. 1208 18th Avenue, South, Neshwille, T. 37212

Human Resource Development

The Department of Human Resources in uses applications for an open cank tenute to a position in the near of Human Resource Development. The periodn is affiliated with the control the knowledge about how pome Learning Institute (CLI). The assurance produces knowledge about how enous learn in diverse work environments and an it organizations in applying that whether in the design, delivery and evaluation of their huston resource desclos Primary responsibilites include reaching on the undergraduate human development program and the graduate program in human results development, and providing research leadership to the CLL. In addition on a relevant do to take qualification in a relevant do to take qualification. doni include a well-developed research program related to effective adult feranting in the violables. Relevant doctorares include human resource development, organizational behavior, Industrial and organizational psychology, and incontinuital design, among others. Send vine, three letters of reference, and sample research papers or publications to Dr. Neal Nadler, Search Committee. Department of Human Resources. Box 321. Pelbody College, Vanderbilt University, Frankville, TN 3-203.

Human Development.

The Department of Human Resources invites applications for a non-tenure track, position in the area of Human Development at the assistant professor of the practice level. Duties will include teaching, curriculum development, and coordination of some ms of an innovative undergraduate curriculum. Exact duties will depend on the candidate's qualifications and expertise but could include reaching courses in early child development, applied human development, arganizational theory and organizational electoryment, including and coordinating one of the laboratories that introduce students to core skills in the curriculum of the Human Development Program (writing, oral presentation, interpersonal communication, analytic thinking and exertise prodving), and reaching a seminar associated with the program's internship. The position includes participation in planning activities to coordinate program objectives an continuity across the courses in the core curriculum and miernship experience. Other qualitizations sought include experiences periental education, the development of inimitations and laboratory experiences, computer assisted instruction, multimedia presentation techniques, program evaluation and outcome measurement in higher education. Applicants should have an earned doctorate in an appropriate field. A complete vitae, letter responding to the characteristics mentioned above, and the names and addresses of three references should be sent to Dr. Robert Innes, Chair, Faculty Search Committee, Box 67, Peabody College, Vanderbill University, Nashville, TN

Field Placement Coordinators.

The Department of Human Resources invites applications for two non-tenure track positions as bield Placement Coordinator and Assistant Field Placement Coordinator in the human deschipment program. One position is at the assistant professor of the practice esel and the other is at the mount of in the practice level. Primary responsibil deschapment, placement, and supervision of full-time, one-semester internships and tuler field placements in Nashville and coordination/liaison with faculty involved in internship placements in Atlanta, GA, Washington, DC, and Cambridge, England. thies responsibilities include reaching a course in career development, teaching sentianara awas fared with the internship, aupervising staff and graduate assistants working in actionies triated to the internship, and cadentic advisement. Qualifications include experience with and ability to effectively interface with organizations ranging from human service agencies to comparations and specific experience with field placements, experiential educations, university teaching, and career planning and development. The pastiment include participation in planning activities to coordinate program objectives and ensure continuity earness the courses in the core curriculum and internship experience. The coordinator should have an earned doctorate in psychology, counciling, or a related field and the assistant coordinator should have a master's degree on an appropriate field. Send a complete value, a letter responding to the characteristics mentioned above. sibilities include reaching a course in career developme field. Send a complete vitae, a letter responding to the characteristic mendoned above, and names of three references to Dr. Robert Innea, Chair, Internably Coordinator Search Committee, Rox 67, Peabody College, Vanderbilt University, Nashville, TN 37203.

DEPARTMENT OF SPECIAL EDUCATION

Visual Impairments.

The Department of Special Education invites applications for an open rank tenure track position in the area of Visual Impairments. The successful applicant will be expected to maintain a program of empitical research, teach courses related to visual impairment at the undergraduate and graduate levels, and advise students. Persons with expertise and interests in working with multiply handicapped populations are especially encouraged to apply. Preference will be given to candidates who have the following qualifications: (1) doctorate in special education of a related field; (2) evidence of scholarly productivity and an active program of research in visual impairment; (3) exching and/or service delivery experience in visual impairment; (4) excellent instructional skills including enthusiasen for teaching and advising students; (5) experience and interest in teacher education; (6) success in securing funds for research, training, or program development; (7) experience in developing collaborative relationships with colleagues in other disciplines. Application materials should consist of a letter of intent, current visue, a brief description of research plans, reprints of three scholarly publications, and numes and addresses of three research plans, reprints of three scholarly publications, and numes and addresses of three research plans, reprints of three scholarly publications, and names and addresses of three references. Application materials should be sent to Dr. Everett Hill, Chair, Visual partments Search Committee, Box 328, Peabody College, Vanderbill University,

the Department of Special Education Invites applications for an open position in the area of Students At Risk for School Pailure. The department seeks position in the area or organized for section relations through descriptive or commone who explores educational problems and solutions through descriptive or experimental research with at-risk school-age (grade 1-12) children, including minority mudents and students with disabilities. The department is particularly interested in personne and students with dissonners. The department is particularly interested in persons examining child setting interactions that may contribute to ar-risk status. Preference will be given to candidates who have the following qualifications: (1) doctorate in special education or a related field, (2) evidence of scholarly productivity and an active program of research; 13 excellent instructional skills including enthusiasm for teaching program of research; (3 excellent instructional skills including entimatem for reaching and advangs rudenus; (4) experience and interest in teacher education; (5) experience in teacher and trainings; (6) interest in developing collaborative relationships with colleagues in other disciplines. Application materials should consist of dute of antern, current vince, a brief description of research plans, reprints of dute scholarly publications, and names and addresses of their references. Application scholarly publications, and names and addresses of their references. Application applications received by February 28, 19 materials should be sent to Dr. Douglas Fuchs, Chuir, "At-Risk Students" Search research will continue until the position is filled.

Director of Field Services.

The Department of Special Education invites applications for a non-tenure track position as Director of yield Services arthogonation or associate professor of the practice level. The department seeks someone with expertise in instructional methods at the elementary and secondary school level to supervise student teaching and practicum dementary and secondary school level to supervise student tracking and practicum programs and conduct a student tracking sensinar. Advantage aduate and undergraduate students is expected, and secadentic year and stummer tracking opportunities are available. Preference will be given to examidates who have the following qualifications: (1) a doctorate in special education or a related field; (2) prior experience in directing and supervising field placements; (3) teaching experience in special education at the elementary or secondary levels; (4) experience and interest in teacher education. Application materials should consist of a letter of intent, current viste, a brief description of supervision experience, and names and addresses of three references. Application materials should be sent to Dr. Ann Kaiser, Chair, Field Servaces Search Committee, Box 338, Peabody College, Vanderbills University. Nashville, TN 37203. 328, Peabody College, Vanderbilt University, Nashville, TN 37203.

DEPARTMENT OF TEACHING AND LEARNING

The Department of Teaching and Learning invites applications for two tenure-track positions in the field of Mathematics Education - one at open runk and one at the assistant sitions in che field of Mathematics Education - one at open runk and one at the assistant of feet Both positions are to be part of on-going research and development professor level. Both positions are to be part of on-going research and development projects in cognition, teaching and learning mathematics, mathematics teaching and learning and mathematics teaching and learning and mathematics teaching and learning and mathematics teacher education. Applicants should have a strong background in mathematics with a research program in progress (or attong potential for) and have experience and interest in mathematics education at the secondary level (position 1) or the elementary/middle school level (position 2). Specific rank is not tied to either position. Position responsibilities include teaching and advising in mathematics education at both the graduate and undergraduate levels. Candidates should hold an earned doctorate in an appropriate area and have pre-college teaching experience. Application donorate in an appropriate area and have pre-college teaching experience. Application materials should include a letter of interest, current vivae, and the names, addresses and materials intuition of three references. Materials should be sent to Chair, Mauhernatics Education Search Committee, Box 330, Peabody College, Vanderbilt University.

The Department of Teaching and Learning invites applications for a tenure track position in the field of Early Childhood Education at the assistant professor level. Teaching experience with young children is an important part of the selection criteria, along with a record of (or strong potential for) research and publication at the restional level. Position responsibilities include teaching and advising in early childhood education at both the graduate and undergraduate levels. Candidates should hold an earned at noun the granuate and undergraduate levels. Candidates should hold an earned doctorate in an appropriate area and have pre-college teaching experience. Application materials should include a lower of interest, current vice, and the names, addresses and telephone numbers of three references. Materials should be sent to Chair, Early Childhood Education Search Committee, Box 330, Peabody College, Vanderbilt University, Nashville, TN 37203.

LEARNING TECHNOLOGY CENTER

Post Doctoral Researchers

The Learning Technology Center invites appli Interests in cognition, intruction, and technology in educational settings. We anticipate biring up to three individuals. The Cognition and Technology Group at the Center is hiring up to three individuals. The Cognition and Technology Group at the Center is involved in several ongoing projects in mathematics, science, and literacy education. Over the next year, the group will be individual near projects in these and other areas. Applicants should have an interest in functioning as part of this group, as well as pursuing their individual research agenda. Organia projects include work on complex problem solving in the context of the videodisc-based mathematics series. "The Adventures of Jaspez Woodbury," development and testing of several science problem solving projects; research on the role of integrated media in developing language proficiency and research of design principles for distance learning through relocummunications and reloconferencing. In general, the research activities focus on individual learners as well as on collaborative groups and much of the research is classroom-based. Applicants with collaborative groups and much of the research is classed rrise in case study methodology, naturalistic observation, and other forms research expertise in case study methodology, naturalistic observation, and other forms of qualitative design and analysis as well as those with traditional quantitative skills are invited to apply. The positions are for a minimum of two years, and begin July 1, 1992 invited to apply. The positible). Send letter of application, current vices, and 3 letters of recommendation to Dr. Susan Goldman or Dr. John Bransford, Box 45. Feabody College, Vanderbilt University, Nashville, TN 37203; e-mail: GoldmanS&ctreat.vanderbilt.edu, or Brans]D&ctreat.vanderbilt.edu.

Vanderbilt University is an equal opportunity employer. Salaries at Vanderbilt are highly competitive and the University provides a generous benefits program. Priority consideration will be given to those applications received by February 28, 1992, though each



University Park R 7 5 Campus

ASSISTANT/ASSOCIATE PROFESSOR Center for the Study of Higher Education

The Center for the Study of Higher Education (CSHE) seeks applicants and nominations of individuals for a joint position as tenure-track assistant/associate professor and research/senior research associate. Candidates are required to have an earned doctorate in higher education or a related discipline. Their record of scholarly achievement should show a commitment to higher education as a field of study. CSHE seeks individuals who possess prior experience in research and/or policy leadership roles with individual colleges and universities, professional associations, or state and federal agencies concerned with higher education. Candidates with experience in collaborative research endeavors are sought.

Current CSHE faculty members are associated with the Penn State's Graduate Program in Higher Education, devoting one-third of their time to teaching and advisement. The academic responsibilities involve guidance of doctoral dissertations, advising, and instruction at the graduate (primarily doctoral) level; these may be undertaken in a department selected by the candidate. For those seeking a joint appointment in Higher Education, preference will be given to candidates whose interests in teaching include postsecondary curricula and minority issues

The Center has received support in the past from the President's Opportunity Fund. Among the Fund's primary goals are "to increase the overall representation of Black/African American, Hispanic American, Native American, and Aslan American administrators, faculty, and professional staff at Penn State..." and "to increase the number and percentage of faculty in tenure-track appointments comprised by members of each of the target groups." The Center remains strongly committed to achieving these institutional goals through its research agenda and through

The Center, founded twenty-five years ago, emphasizes policy-oriented research in higher education. Current projects include the U.S. Department of Education's National Center on Teaching, Learning, and Assessment and the National Science Poundation's project to enhance undergraduate engineering education.

Application letters and nominations accompanied by a curriculum vitue and three names of references should be sent to:

James Fairweather, Chair Search Committee Center for the Study of Higher Education The Pennsylvania State University 104 Charlotte Building, Box JF 403 South Allen Street, Suite 104 University Park, PA 16801-5252

Screening of applications will begin January 30, 1992 and continue until the position is filled. The anticipated starting date is August, 1992.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged to Apply.

ARKANSAS TECH UNIVERSITY School of Education

Arkansas Tech University is accepting applications for two faculty positions for its baccalaureate degree program in elementary education at the University Conter, Fort Smith, Arkansas:

Elementary Education/Instructional Technology (non-tenure track)
 Reading/Early Childhood Education (tenure track)

• Reading/Early Childhood Education (tenure track)
Duties Include teaching, advising, and supervision of student teachers. Master's degree and public school teaching experience required. Appropriate terminal degree and college teaching experience preferred. Salary commensurate with experience and qualifications. Send letter of interest, résumé, official transcripts of all college work, and names, addresses, and telephone numbers of at least three references to: Dr. Dennis Fleniken, Dean of Education, Arkansas Tech University, Russellville, AR 72801. Application deadline: February 28, 1992, or until filled. AA/EOE.

Biology/Life Science; instructor. Located in suburban Kansus City, Johnson County Community College, with an enrollment of over 15,000 students each semester, anticipates two full-time regular, entry bovel nine-month touching positions to begin Appus, 1992. Instruct attidents in Principles of Biology and Human Antiony or instruct students in Principles of Biology and Human Antiony or instruct students in Principles of Biology laboratories. Master of Science degree in biology/antatomy and computer literacy required doctorate preferred. Some experience in protein cryatallography, and the principles of Biology and community college. A demonstrated understanding of and community college required. Salary based on degrees and relevant experience. Generous bonefit rackage. Completed applications for mergulated Review of appli

preferential consideration. Ph.D. or M.A. and professional experience required. Commitment to research and acholarship expected, Evidence of teaching effectiveness and professional/scholarty performance also required. Send letter of application, current vita, and three letters of recommendation to: Dr. Joseph P. Tenerellii, Chairperson, Raidor Idevision/Film Search Committee. Department of Communication, Indiana State University, Tablequals, Professional Committees, Professional Committees of the Committee of t

Broadcast journalism: The University of Guam solicits applications for the following tenure or non-tanure truck, full-time position fone-, two-, or three-year appointments: Instructor to Associate Professor (Communications). The University of Guam is a U.S. accredited institution that serves the island of Guam and other islands in the Western Pacific region. University of

Personnel Services; Northeautern State University, Tablequah, Ohlahoma 74464.

NSU is an AAFCEL.

Business Administration: The Heworth College of Business at Western Michigan University, has faculty position openings at all ranks, pending funding, for Pail 1992 in accounting, business communication, computer information systems, finance, management and marketing. Positions are available for our Grand Rapids regional center MBA program, as well as on-campus, and marketing and marketing positions are available for our Grand Rapids regional center MBA program, as well as on-campus, and marketing positions are available for our Grand Rapids regional center MBA program, as well as on-campus, and the program of the department in the present forcer of doctorate within the campus of the department in the present doctorate of doctorate within the year. Research, innovative teaching, and accounting are encouraged. The College is accredited by the AACSB at both the graduate sevel, will be required to teach other classes in the upplicant's program and administrations. Management 17th D or D. B.A. preferred, AlsD considered Presentation and Management. The D or Constitute of the department in the present and the program and the program of the research of the department in the present of the department in the present forcer of doctorate within the state and undergraduate levels, will be a served as a program and the program of the research of the department in the present of the department in the present forcer of doctorate within the state of interest as well as necessarily to the program of the prog

FORT HAYS STATE UNIVERSITY COLLEGE OF EDUCATION

POSITION: Educational Technology & Instruction
Ranks Assistant Professor, senure track appointment to begin Summer or Fall sentester of

Responsibilities:

Teaching undergraduate and graduate courses in educational technology

Administering the instructional Response Center and acting as a haisum to all College of Education departments

Teaching courses within the College of Education

Develop graduate courses in educational technology

Requires an earned declorate in educational technology and/or curriculum and instruction with a technology emphasis; ABD will be considered. The candidate should have public school experience, effective teaching skills, good interpersonal communication skills, a communication with a technology emphasis; and experience, effective teaching skills, good interpersonal communication skills, a communication with school personnel and a willingness to develop external funding.

POSITION: School Library Media. Rank: Assistant Professor, tenure track appointment to begin Summer or it all semester in

Responsibilities:

• Teaching classes for K-12 Library Atedia certification
• Educational studies liaison to secondary content faculty
• Responsibilities within the University illurary system
• Supervision of studies/practicum in (ilbrary media
• Teaching courses within the College of Education
• Teaching courses within the College of Education
Requires an MLS from an ALA accredited institution. An earned doctorate is ilestration.
The candidate should have public school experience, effective locathing skills, good interpersonal communication skills, a Communication to work with local personnel and a willingness to develop extensil funding.

Salaryt Commensurate with qualifications.

APPLICATIONS: Please send a letter of application, a current résumé, copies of graduate transcripts, names and telephone numbers of three references to:

Jelephone numbers of three intercences to.

Dr. Michael Slautery, Chair
School Library Media/Ed-Tech Search
Fort Hays State University
600 Park Street
Hays, K5 67-607-4099
Phone: 913-628-4536

Review of applications will begin February 26, 1992. Positions will be open until tilted for Hays State University is a liberal and applied arts regional university serving western Kansas. FHSU is an AAAEO employer. Women, minorities and persons with disabilities are encouraged to apply

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LE MOYNE COLLEGE **EDUCATION DEPARTMENT**

Announcement of Faculty Position

GENERALIST

Commencing mid-August 1992

DESCRIPTION: Join a dynamic team of educators dedicated to pre-paring effective teachers for middle/secondary schools in con-tent areas; plus TESOL; Special Education N-12; and Elementary Education K-6. Duties include teaching undergraduate educa-tion courses and supervising preservice teachers. (A graduate program is under consideration).

REQUIREMENTS OF CANDIDATES:

*Ph.D. In Education

*Three years leaching experience
*Some experience in higher education is desirable but not

Assistant Professor, Tenure Track Position

DBADLINE AND APPLICATION: Submit a letter of application (include salary requirements), current vito, official transcripts for all degrees, and three current letters of recommendation to: Dr. Mary L. Collins, Chair Education Department Le Moyne College Syracuse, NY 13214

DEADLINE FOR APPLICATION: April 1, 1992. Le Moyne College, An Equal Opportunity, Affirmative Action employer, is a private undergraduate liberal arts college in the Jesuit tradition, located in the beautiful Finger Lakes region of Central New York State.

Business: The College of Business at Nurtheastern State University, Tahlequish, Ollahoms offers an M.B. A. and ten Bachelor degrees to 1700 majors. Outstanding graduate and undergraduate teaching and advisement are emphasized; research and service are encouraged. Application reviews will begin February 28, 1992 and continue unterpositions: Accounting, Computer Information Science, Management Information Science, Management Information Science, and Management. Salary and rank for all positions are commensurate with qualifications and experience. See alphabetical tisings of each position. Submit résumé, transcripts, and three feiters of reference to Personnel Stricts, Tahlequah, Oklahuma 74464.



WIDENER UNIVERSITY-CENTER FOR EDUCATION Assistant Professor of Education

The Center for Education seeks a qualified individual to serve as a stoce teacher in the field of educational leadership. The Center support participated in the College of Arts and Sciences at Widowits

Appointment: This is a nine-month tenure-track position at the mit

Responsibilities: The qualified applicant will be expected to margin consistent program of educational research; to supervise dottors distations, primarily of students in the Educational Administration program broaden existing efforts of the Center faculty to create integrables white school districts through teaching and research; to instruct and adults undergraduate and graduate students in professional degree and called programs.

Qualifications: It is essential that applicants supply evidence of man-going program of scholarship and professional development libraria, leadership has been broadly defined for this position; therefore field candidate should have earned credentials in educational admission and in any of the following areas:

Reading Education (K-12)
The Language Arts Curriculum (K-12)
Curriculum Development emphasizing either Elementary or
Early Childhood Education

Applications: Interested applicants should submit evidence of an are doctorate, a cover letter requesting consideration for the position are rent curriculum vitae, official transcripts (both undergraduate and get ate), documentation of teaching and teadership, evidence of a graph personal commitment to the preparation of teachers and administration of professional certificates. Applications should be mailed to:

Ms. Jane Johnson Office of Graduate Education Center for Education Witerner University Chester, PA 19013

This position will remain open until suitable candidate has beenker?

UIC The University of Illinois at Chicago

JANE ADDAMS COLLEGE OF SOCIAL WORK

invites applications to fill the newly created position of Associate Dean (Effective August 1992)

Position:

 Support and attenuate faculty. seeking external hinding for

 Greate an atmosphere among faculty that emphasizes funded foundation funding resources

Dovelop systematic grangement
for academic-service agency
collaboration in practice-relevant

rovide technical psylatance to faculty in the design and proposals Must most University requirements for tenurs at the Associate or Full Professor Int Salary is competitive and commensurate with experience

Rank and Salary:

Doctorate in Social Work or a

grants

Domonstrated record of

Domonstrated recessors scholarship
 Knowledge of funding resurce at fodoral and state governat levels and of foundation
 administrative and teaching

related lield Master of Social Work prefered

Interested persons should submit a letter of application, curticulum vits, a serior recent publications, and the names, addresses, and phose number of the references. Applications from ethnic minorities and women are welcomed. The search will remain open until the position is filled but screening will begin March 2, 1992. For early consideration, send application materials to

Professor Dee Morgan Kripatrick, Chairperson Search Committee for the Associate Dean Jane Addams College of Social Work (M/C 309) The University of Illinois at Chicago Box 4348 Chicago, Illinois 60680

The University of Elimous is an Affirmative Action-Equal Opportunity Employer

gan University, Kalamirroo, Michigani 49008-3801. An Haual Opportunity. Affirmative Action Employer

Business Administration: Nonunaturas and applications are invited for the fullowing business publy and stratety as ince

includes youncy and stratety as the control business pulsely and stratety as the control business rechains quantitative butiness rechains and strategy and form as a versue student body. The Cobes had versue student body. The Cobes had versue conditive production for the state's central and largest care in the state of the st

PRESTONSBURG COMMUNITY COLLEGE UNIVERSITY OF KENTUCKY

Ten (10) Month Faculty Positions CHEMISTRY. Bachelor's and Master's degree in Chemistry required. Total of 36 graduate

CHEMIST KT. Databased Sand Vision Street, and Chemistry or Ph.D. preferred.

hours in Chemistry or Ph.D. preferred.

MATHEMATICS, Bachelor's and Master's degree in Mathematics required. Total of 36 graduate hours in Mathematics or Ph.D. preferred. Location: Pike County Campus, NURSING. MSN plus two (2) years clinical experience within last five (5) years and ensing by Kentucky required.

EXPERIENCE. One or more years of college teaching experience preferred.

INSTRUCTION AND OTHER DUTIES. Teach fifteen (15) to seventeen (17) credit hours INSTRUCTION AND OTHER DOTTES. Teach titleen (13) to seventeen (17) credit hours five (5) classes each semester which may include a night and/or an off-campus class. Faculty members are responsible for instruction, advising/counseling, professional development, continuing education/community services and institutional services. STARTING DATE: August 1, 1992

Twelve (12) Month Positions
EDUCATION FACULTY/COORDINATOR. Master's degree in Curriculum & Instruction and doctorate required. Administrative and college teaching experience preferred.
Faculty members are responsible for instruction, advising/counseling, professional development,

continuing education/community services and institutional services.

DUTIES. Coordinate the Pike County Campus with enrollment of 700 students & 20 faculty/
staff and teach two classes.

STARTING DATE. July 1, 1992.

DEAN OF BUSINESS AFFAIRS. Bachelor's degree in Accounting plus four years related experience required. MBA and working knowledge of computer applications preferred.

BUTIES. Administer \$6 million operating budget plus other funds, Auxiliary Services and Maintenance & Operations. STARTING DATE. April 1, 1992.

General Information

Prestonsburg Community College is one of the fastest growing colleges in Kentucky. One of 14 community colleges in the University of Kentucky Community College System, PCC was established in 1964 and is characterized by a steady and consistent increase in enrollment and offerings. The college currently serves 2,900 credit students each term and thousands of continuing education students in the five ouny Big Sandy Valley of Eastern Kentucky.

The College plays an important role in the educational, cultural and economic fabric of this rural Applichian region. Nestled in the mountains of Eastern Kentucky, PCC boasts many unique characteristics including a faculty student ratio of 1: 23: a personalized advising program for all students; a strong general education curriculum; specialized open labs; a student civic leadership project; and state of the art library vices linked to the University of Kentucky.

Under the leadership of the new president, Dr. Deborah L. Floyd, PCC is entering a new and exciting era that builds on the successes of the past and focuses on the challenges of the future. The College leadership is strongly committed to student success and to shared governance.

DEADLINE for receipt of application materials for all positions is March 13. 1992 (or mil positions are filled).

Salaries are commensurate with qualifications. PROCEDURE: Send letter of application, current vita with list of references, graduate & undergraduate rips and three (3) letters of recommendation insiled directly to:

Dean Robert R. Allen Prestonsburg Community College One Bert T. Combs Drive Prestonsburg, KY 41653 (606) 886-3863



An Equal Opportunity Institution

Carer Sevices: Career Recruitment Specialist at University of New Orleans. Responsibilities: The Career Recruitment Specialist are specialist of developing and anothers occumpus recruiting functions, withing and identifying lob opportunities, admirating op-campus interviewing promass; stabishing and maintaining contacts with employers, planning programs at workshops, developing informational and marketing materials for students and employers, essert courseling and superpositions and the for a forest the control of the control

under conditance with federal finance law and regulation, and ongoing development and regulation, and ongoing development the property of an automated financial data base. Salary: 377,080-5112,100 com-resonate with experience. Call (2072)287-201 (24 boar touchtone activated/automat-et bach, and reguests

Camer Services: Director of Career Services, The Director is responsible for the customer Director of Career Services, The Director is responsible for the customer Services Office for a campus of the Career Services of the Services of th

experience, knowledge of employment needs and preparation of students in an actualization estima, experience with the use of computer systems in the work place, excellent written and oral communication shalls and homan relations while Starting Date: April, 1 1792, or as soon thereafter as possible. Salary. Commensurate with experience. To Apply, Sand a letter of apphasition and resume including the names, addresses, and plants numbers of three references by March 1, 1992 to the Director of Petuonnel, College of Charleston. Charleston. South Carolina 2/424 EEC/AA Employer.

some will university of New Orleans. Respectively of New Orleans and Control of Perturbation of of Perturba

Chemistry: Assistant Professor. One-year temporary position (potubility of renewal) to teach introductory chemistry (major) non-manuers, advanced course; in specific duscipline, and to develop viable undergraduate research Required Pto D. in Chemistry until strong commutant to teaching/student intentition All specialists considered, prefesence given in areas of Physical (Degace, and Analytical Application deading: March 1, 1997, or until filled, forbert length of the professor of the professor in the professor

trunscripts, and three letters of recommen-dation to: Dr. Len Archer, Chairperson, Den artment of Chemistry, Missouri West-ern State College, 4325 Downs Drive, St. Jovenh, Missouri 64507, Telephone Inqui-ries: 81e/271-4371. Misonities/women en-couraged to aprily. An equal employment, educational opportunity institution.

Child Development: I Tenure track) Advanced Assistant/Associate Professor, starting August, 1992. Department of Child Development and Family Studies, Purdue University An established or promising re-

Communication: Small, private liberal arts college with professional programs seeks two new poutions in Communication. Teaching responsibilities include courses in undergraduate program as well as new Master of Professional Communication degree program desugned for working professionals. Both programs are writing-based. Generaliars with college teaching experience preferred Ph. D. or ABD. Salary and rank negotiable. Applicants must arrange to have three letters of reference and all transcripts seen and submit a letter of applications and vita by February 14 to: Ray Flumbey, Dean, School of Arts and Schences, Westmanter College of Sall Lake City, 1840 South 1300 Bast, Salt Lake City, 1840 South 1300 Bast, Salt Lake City.

FLORIDA ATLANTIC UNIVERSITY

Invites Applications and Nominations for the Following Positions Available for August 1992

THE SCHMIDT COLLEGE OF ARTS & HUMANITIES: Communication—full Professor. Ph.D. Candidates must have background and experience in both thetoric and media. Intellectual stance should be informed by recent approaches to critical studies. Professors will be given to candidates with outstanding national reputation; withingness to menter young professionals a definite plus. Application deadline: March 1, 1992. Boca Ration Campus. Contacts Dr. Dan F. Habo, Chair.

English and Comparative Literature.—Visiting Assistant Professor. 14: D., une-year appointment to teach three courses each semester including at least one freshman writing course and one sophanous level course in British or American Literature. Application deadline: March 9, 1992. Salary: \$28,000 (min.). Contact: Dr. Robert Collins

march 9, 1992. Balaryi 528,000 (min.), Contact: Or. Robert Collins
Languages & Linguistics—AssistantAssociate Professor. Endosed position in JAPANESE, with competence in either COAB'ARATIVE
LITERATURE (preleably Japan-Europes or LINGUISTICS, Tenure track. Required: Ph.D. or equivalent, native or native his Japanese
college teaching expenence inc. Janguage, publication or promise of scholarly excellence. The ideal candidate will have broad
backgrounds in Japanese larguage and Collega Linguistics. This is a new position and will involve helping build a new program in Japanese
Sudies, The Department seeks candidates appreciative of the roles of editinctiv and gentler in society and in scholarship. Application
deadline: Abarch 9, 1992. Send sample publication. Contact: Dr. Jan Hokensen, Chair.

Music—Assistant Professor. Ph.D. Director University choice accomplisation to the professor.

Music—Assistant Professor, Ph.D. Director University choral ensembles, teach applied voice and other areas of expense including music education. Previous college-level teaching experience and experience an recruiting is professor. Adequate keyboard profit rency to accompany voice lessons is destrable. Application deadline: March 13, 1992. Contacts Or. Stuari Glazer, Chair.

COLLEGE OF BUSINESS:

Eminent Scholar, Ph.D. or O.B.A. in related field. Extensive scholarly research and publication in respected academic mannals, extensive service to business community. University tooching experience. Support faculty development activities and mentor young faculty and foctural suddens. Active in academic associationts, evidence of neural anguling involvabley works. Application deadline textendeds rebrany 28, 1992, Boca Raton Campus, Salarys Compensive, Contact: Or, Stanley J. Hide, Ocan

COLLEGE OF EDUCATION:

Counselor Education—Assistant Professor. Ionure track position. Requirements include: Earned doctorate to counselor education or counseling psychology, training and experience in mental health counselling, evidence of six costal teaching experience on counselor education, evidence of research and scholarly activity. Preterences include to latining or experience in psychological appearsal, eligibility for Flurida licensure, and experience with a CACREP approved program. Reproductions include teaching, research and professional service. Summer employment a possibility. Salary: Commensurate with experience. Application deadline: March 31, 1992. Contact: Dr. Richard F. Maeder, Chair, Search Committee, Department of Professional and Human Services.

1992. Contact: Or. Richard I. Maeder, Chair, Search Committee, Organisms of Professional and Francis Services
Exceptional Student Education—Assistant Professors. Two positions in the Communication Disorders Program. Positions require
teaching, practicum supervision, conducting research, and assisting in seeking external funding. Earned Disclosis in Communication
Disorders completed by August 1992. Experience in public school setting destrable. Summer employment a possibility, 11) Assistant
Professor, 9 month, tenure track. Emphasis in Articulation/Phonology and/or Voice and/or Speech-Hearing, Science. CCC-SLP
required. CCC-SLPA destrable, (2) Visiting Assistant Professor, 9 months. Emphasis in Ruency or avial habitistion/auditory disorders
professed. Other areas of concentration considered. CCC-SLP or CCC-A required. CCC-SLPA destrable. Salary: Progratable. Application deadline: April 15, 1992. Include letter of Interest and Transcripts. Contact: Deen's Louise Wener, Ph.D., Chair, Search
Committee, Communication Disorders Program.

Committee, Communication Disorders Program.

Teacher Education—Aristant Professor: Assignment will be on the Northern Palm Beach Campus of FAU. Required: rioctoral degree in education; at least time years of K-12 leaching experience: preparation in the methods of one or name of the following content areas: Math, Language Ans, Social Studies, Science, knowledge of instructional electriceness research. Professor: Clinical supervision expensers: Anoledge or research methodology. Responsibilities supervise student teachers and pre-student teach lang field experience students: leach gaduate and undergraduate instructional methods courses; teach graduate courses in research methodology Salary: Commensurate with experience. Application deadliner March 31, 1992. Contacts Dr. Cecile Burns, Chair, Search Committee.

COLLEGE OF ENGINEERING:

Computer Science & Engineering—Assistant Professors. Applicants and nominations for faculty positions at all levels. A doctorate in computer science, computer engineering, or a closely related field is required. The Department offers but helper's, master's, and doctoral degrees. The University has over 14,000 students. Resume, including the names and phone numbers of three professional reterences, along with a cover level spectiving the professional rank destrict Application deadline: March 1, 1992, although applications will be reviewed until suitable candidates are found. Contacts Faculty Search Conunities. 407-167-1855, Fax: 407-367-2800,

JOINT CENTER FOR ENVIRONMENTAL AND URBAN PROBLEMS:

FAU/FIU Joint Center—Research Associate. Non-tenure earning loculty position available July 1, 1992. Qualifications include a Maker's in Public Administration, Business or related field. Supervisory experience, preterably in university or other collegial environment. Knowledge of environmental and urban issues, conducting research, propusal/contract writing, highly desirable. Oversight of listal, administrative and personnel matters. Must ensure compliance with all applicable procedures in those areas. Must ensure timely completion of numerous grants/contracts. Ability to work with limited resources and time frames. Application deadline; June 15, 1992. Confact: Dr. John M. DeGruve, Director, Suite 709, University Tower, 220 S.E. 2nd Avenue, fort Lauderdale, FL. 31301.

COLLEGE OF NURSING: Nursing—Assistant Professors. Tenure track nine-month assistant professor faculty positions in an Nt.N-accredited, innovative, catmig-based program. Program offers baccalaureate and master's degrees in Nursing. Candidates with broad background in nursing preferably in family and maternal-child areas are encouraged to apply. Earned doctorate in nursing or related fields and master's degree in nursing required. Application deadline: February 28, 1992. Salary: Negocial de. Contact: Dr. Anne Boykin, Dean

COLLEGE OF SCIENCE: Center for Complex Systems. Tenure track faculty position in Complex Systems and Brain Science is anticipated (uenting legislative approval) assigned to a new NiAH sponsored multidisciplinary training program for pre- and post-doctoral follows. Level of appointment is open. Seeking an outstanding individual capable of generating extamural support, wishing to research and teach in an explicitly interdisciplinary stilling. Two areas of research are of special interest: 1) human tensiminoter control with ability to integrate explicitly interdisciplinary stilling. Two areas of research are of special interest: 1) human tensiminoter control with ability to integrate behavioral, inclural and computational/solicits approaches, and 2) experimental studies of neural circuitry and its modulation that behavioral in creative and an interfer areas in successful and an interest in the above areas is also anticipated. Complete curriculum vitae, representative reprints and four festers of reference. Application deadlines March 16, 1992. Contact Or. J. A. S. Kelso.

COLLEGE OF SOCIAL SCIENCE: COLLEGE OF SUCIAL SCIENCE:

Economics—Associate/full Professor. Tenure track, position O22 Microeconomic Theory/Applied Microeconomics; 210 Econometrics. Candidates for associate professor must have 5 years' experience and publications commensurate with the rank. All candidates should have a clearly full professor must have 10 years' experience and publications commensurate with the rank. All candidates should have a clearly districted program for the future. Application deadlines March 1, 1992; Contacts Dr. Milton B. Redman, Chair, developed research program for the future. Application deadlines march 1, 1992; Contacts Dr. Milton B. Redman, Chair, SocialOngs/Social Psychology—Associate Professor/Professor. Candidates with strong research and teaching backgrounds in Social Strainfeation, Social Organization, or Deviance/Social Control to fill a tenure track position at the advanced associate or full professor. Strainfeation, Social Organization, or Deviance/Social Control to fill a tenure track position at the advanced associate or full professor. Additional fields of interest can include one or several of the following: Methods, Marriage and Family, Sexuality, Aging and level. Additional fields of interest can include one or several of the following: Methods, Marriage and Family, Sexuality, Aging and level. Additional fields of interest can include one or several of the following: Methods and Sexuality and Social Sexuality, Aging and level. Additional fields of interest can include one or several of the following: Marriage and Family, Sexuality, Aging and level. Additional fields of interest can include one or several of the following: Marriage and Family, Sexuality, Aging and level. Additional fields of interest can include one or several of the following: Marriage and Family, Sexuality, Aging and level. Additional fields of interests and the sexuality of the following and Social Sexuality. Aging and sexuality of the following and Social Sexuality. Aging and sexuality of the following and Social Sexuality. Ag

Application should include a current resumé and three recent professional letters of televance with addresses and telephone numbers and should be sent to:

FLORIDA ATLANTIC UNIVERSITY F. O. BOX 3091, BOCA RATON, FL 33431-0991

A Member of the State University System of Florida - An Affirmative Action, Equal Opportunity Employer Members of protected classes are encouraged to apply.

Communication which includes degree programs in radio-television-film, journalism, and communication studies. The Department has 17 tenure-track faculty, 500 undergraduate majors, and 50 graduate suite to the control of the communication studies. The Department has 17 tenure-track faculty, 500 undergraduate majors, and 50 graduate suite to the control of the contr dents in master's degree programs. Candidates miss hold a Ph.D. (nr equivalent) and must have demonstrated excellence in teaching and scholarship. Rank and salary are competitive, Send application and via to Chairperson Search Committee, Department of Communication, Indiana State University, Terre Haute, Indiana 47809. Applications received after February 17, 1992 cannot be assured consideration. ISU is an AA/EOE.

Communication: Assistant Professor, two positions, beginning August, 1992. Position 1: Temure-track. Teach ribetoric, public speaking, debate and forentics. Doctorate required; teaching asperience desirable. Position 2: Temporary, one-year; may con-

Bulletin Board (202) 466-1050

Communication: University of Hartford Communication Department invites applicants for two anticipated tenure-track positions to begin Fall, 1992. (1) Mediated Communication: Applicants should have a teaching and research emphasis in one or more of the following areas: mode amanagement, media economics, telecommunication, antifor international communication. (2) International Communication: To be ideal candidate will have a vision of communication in traditional areas of interpretament, organizational, or mediated, beyond a singular culture or nation in a global context. Areas of interest might include communication implications of changing technologies, the effects of global communication on theory, international

will enbance the candidate's case as will applied communication-related expenence. Positions offer opportunities to teach in the All University Curriculum, a nationally recognized interdiscipilinary general education program. Applicants should possess a sense of humor and the Pa.D. ABD, will be considered. The department is collegial with 13 full-time faculty, 400 undergraduate ansiors, and 50 graduate students. The University of Hartford is an independent, private university located on a beautiful subsystem campus midway between Boston and New York City, Applicants should send letter of application and surriculum vitae, names, addresses, and ghone numbers of three current references, and 1 or 2 samples of research to Search Comminee Chairs. Dr. Roger Desmond (for mediated communication), or Dr. Robert Duran (for international communication). Department of Communication, University of Hartford, West Hartford, Competitud 60117. Sergenting will begin February 25, 1992. Applications will be reviewed until the decisions are reached. The University of Hartford is an Equal Opportunity, Alfirmasive Action Employer and specifically invites and encourages applications from women, minorities and members of underrepresented

HOFSTRA 🗱

READING, LANGUAGE, AND COGNITION

The Reading Department of the School of Education Invites applica-tions for two anticipated tenure-track positions commencing Septem-ber 1992. Rank and salary for each position will be commensurate

position 2:
Individual whose primary responsibility will be to assume the directorship of the department's Reading/Writing Learning Center, a clinic
operation that services both the academic program and the overall
community. The applicant will also have the opportunity to teach
graduate courses and advise students in both master's and doctoral
programs. The successful candidate should have expertise in adminstration and documented teaching background in schools and clinic
satings. The doctoral degree is required along with demonstrated
knowledge of language-reading-writing research and practice.

Applicants should submit a cover letter, their curriculum vitae, the names, addresses, and telephone numbers of three references to be contacted, and statements of qualification to:

Screening of applications will begin on February 20, and will conlinue until the positions are filled.

HOFSTRA UNIVERSITY

Holatra University is an Equal Opportunity, Affirmative Action Employe

Assistant/Associate Professor

Department of Health

Promotion Sciences

College of Public Health

University of Oklahoma

Health Sciences Center

The College of Public Health, University of Oklahoma Health Sciences Center seeks candidates for an assistant/associate faculty position in the expinding Department of Health Promotion Sciences. Candidates must have adoctorate in the social or behavioral sciences, social epidemiology or a whole fold.

We seek candidates with research experience and a scholarly record in social behavioral determinants of disease, dysfunction and premature death

Please submit by April 15, 1992 a statement of interest and curriculum vitae, including list of publications, reprints of at least two recent papers and issentiaplans to:

Willie V. Bryan, Fd.D.

Interim Chair Department of Health Promonon Sciences University of Oklahoma Health Sciences Center 801 N E 13th Street

P. O. Box 2020)
Oklahoma City, Oklahoma 73190
(405) 271-2017

The University of Oklahoma is an Equal Opportunity Institution

Elizabeth Unruh, Chairperson

Reading Department Hofstra University 102E Mason Hall

Hempstead, NY 11550

Northern Illinois University 11

DEPT. OF CURRICULUM & INSTRUCTION (Two Positions)

SEARCH REOPENED:
Assistant Professor of Multicultural Education. Tenure track, ninemonth appointment beginning August, 1992. Teach undergraduate and graduate courses in multicultural education, pley a major role in developing innovative undergraduate and graduate teacher education and staff development programs, conduct research in multicultural education and staff development programs, conduct research in multicultural education and staff development programs, conduct research in multicultural education and direct student research. This person will play a major role in developing the department's and the College's multicultural education initiatives, and will hold a joint appointment with the Department of Leadership and Policy Studies. Qualifications: Earned doctorate with an emphasis in Multicultural Education, involvement in devaloping Multicultural Education, involvement in devaloping Multicultural Education programs. K-12. Professional interests consistent with the mission of a professional school. Research that will lead to senior membership on the graduate faculty. Preference given to applicants with one or more of the following: Elementary or middle school teachnologies in instruction. Experience with staff development programs, grants and contracts, and with billingual programs, urban or al-risk programs. Send letter of interest, vita, copies of graduate transcripts and three letters of recommendation to: Dr. Alan M. Volker, Chair, Dept. of Curriculum and finstruction, NIU, DeKalb, IL 60115. Application Deadline: March 6, 1992.

Dept. of Curriculum and Instruction, NiU, DeKalb, IL 60115. Application Deadline: March 6, 1992.

SEARCH REOPENED:

Assistant Professor in Reading Education. Tenure track, beginning August 1992. Position Description: The faculty member will leach undergraduate and graduate courses in reading education, participate in developing innovative undergraduate and graduate teacher education and staif development programs in reading education and related areas, conduct research in reading education and related areas, conduct research in reading education and related areas, conduct research in reading education and related areas, advise graduate students, and direct doctoral dissertations. This faculty member will play a mejor role in developing the department's and the university's reading education programs in both campus and off-campus environments, especially in secondary and adult reading. Required Qualifications: Earned doctorate with an emphasis in Reading Education; pre-college teaching experience; strong background in secondary and/or adult programs; professional interests consistent with the mission of a professional school; research interests that will lead to senior membership on the graduate faculty. Preference will be given to applicants who possess one of more of the following qualifications: Secondary and adult teaching experience; experience with programs dealing with secondary school students and adults; writing and research in secondary and/or adult literacy; language and literacy focus; knowledge of or experience with the use of new technologies in instruction; experience in consulting and/or staff development; involvement in developing multicultural education programs. Salary; Nine month appointment and salary will be competitive. Summer teaching is available based on program need and available resources. Application: Applicants should send letter of interest, vita, copies of graduate transcripts and three letters of recommendation which speak to the job description and qualifications to: Dr. Jerry L

Northern Illinois University is a comprehensive university with an en-rollment of approximately 25,000 students. The Department of Curric-ulum and instruction is comprised of 49 full-time equivalent faculty organized into program areas, and awards the degrees of Bachelor of Science of Education, Master of Science in Education and Doctor of

NIU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

MATHEMATICS EDUCATION WESTERN ILLINOIS UNIVERSITY

The Department of Mathematics invites applications for a tenure-irack position in Mathematics Education at the assistant professor level beginning Fall 1992 subject to funding. The successful candidate will become part of a core of several members in mathematics education within the Department of Mathematics. The Department of Mathematics is responsible for content and methods courses for elementary, middle, and secondary mathematics teacher education at both the undergraduate and graduate levels in an active mathematics education program. Excellent opportunities are available for in-service consulting and professional development. Doctorate required. The successful candidate must demonstrate superior teaching and participate in research and service activities. Candidates with elementary or middle achool emphasis or experience are especially ancouraged to apply. ence are especially encouraged to apply.

Send curriculum vitae, photocopies of graduate transcripts and at least three letters of reference to: Meckinley Scott, Chairparam, Department of Mathematics, Western Illinois University, Macomb, Illinois 11458.

THE SELECTION PROCESS WILL BEGIN FEBRUARY 17, 1982. WIU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, APPLICATIONS ARE ESPECIALLY INVITED FROM MINORITIES, WOMEN, AND HANDICAPPED PERSONS.

Communication: Assistant or Associate Professor of Communication. Position Number 81903, full-time, tenure track, beginning August 1, 1992, rending position elegance and availability of funds. Duties: Teach undergraduate and graduate courses; supervise M.A. and Ph.D. students; conduct and direct research in areas of exercitive and unblish scholarity works in dentist conduct and direct research in areas of experience and publish scholarly works in appropriate professional media. Minimum Qualifications: Ph.D. in Communication or other social science. Research and instructional specialization in organizational communication in intercultural sertings. Letter must detail applicant's research accomplishments and substantial record of social science rubbication sund research for Associate level position. Evidence of teaching effectiveness and research for Associate level position. Evidence of teaching effectiveness and research for Associate level position. Evidence of teaching effectiveness and research for cashonist for Associate level position. Evidence of teaching effectiveness and research for cashonists of the search productiveness for Associate productiveness is sues of organizational change and the utilization of modern communication technologies. For Associate, demonstrated experience in quantitative and qualitative research methods. For Assistant, demonstrated knowledge of quantitative and qualitative research methods. For Assistant, demonstrated knowledge of quantitative and qualitative research methods. For Assistant, demonstrated knowledge of quantitative and qualitative research methods. For Assistant, demonstrated knowledge of quantitative and qualitative research methods. Minimum Salary: Assistant Professor, \$44,844. Associate Professor, \$43,824. To Apply: Send letter of application, resound, and three letters of recompendation to Chair, Department Personnel Communication, university of havait-Magney, 2560 Campus Road, Qeorge 336, Honolulu, Hawaii 96822. Fax: 868-956-5589. Closins Date: February 10, 1992.

Lake Street **Dallas, PA 18612**

COLLEGE MISERICORDIA

College Misoricordia has the following FACULTY POSITIONS available for Fall, 1992:

BIOLOGY - (Box 110)

Two lenure track positions at assistant/assuciate anns. (th 1), with teach-lay experience preferred for both positions. (Active Alli) candidates will be cansidered. One position requires strength in human anatomy to develop curriculum and lab facilities for Human Anatomy course. work, sorving students in a basic Moster's program in Physical Therapy. One position regulacs strongth in developmental labelogy, embryology, and microbiology.

EDUCATION - (Box 111)

Tenure track position at assistant/associate rank, Ph.D. in Special Education or related field. (Active Alil) candidates will be causidered.) Experience in regular education and college teaching preferred. Opportunity to teach in graduate program is also available. FINE ARTS - (Box 115)

Tonure track position at assistant/associate rank for teaching in non-major core curriculum program. Doctorate degree in Music or Fine Arts required. (Active ABD candidates will be considered.) Candidates will leach cross disciplinary courses in Fine Arts and give lendership to some of the other cultural and fine arts offerings, spousored by the college, e.g., community chorus, medrigal, cultural events management.

MATHEMATICS - (Box 113)

MATHEMATICS - [BOX 113]

Tonuro track position at assistent/associate rank. Ph.D. with teaching experience preferred. (Active ABD candidates will be considered.) Condidates will be joining a faculty which is committed to implementing computer based, collaborative teaching/learning methodology. The successful candidate will teach introductory courses, as well as upper level courses such as Abstract Algebra, and Analysis. PSYCHOLOGY - (Box 114)

Tenure track position at assistant/associate rank. Ph.D. required: college level leaching experience preferred. Candidates, who should have expertise in cognition/sensetion, will join a faculty which is implementing a new Psychology major. Some introductory courses are included as part of the teaching assignment.

Applications for the above positions, which should include three references, should be forwarded no later than February 15 to College Misericordia, Attention: Pamela Paranik - Personnel Director. Identify (Box Number) for appropriate position. Women and infrarity candidates are particularly encouraged to apply.



HUSTON-TILLOTSON COLLEGE Austin, Texas

Huston-Tiliotson College, a private four-year undergraduate, coodu-cational, UNCF member institutions with a broad-based liberal arts curriculum, invites applications and nominations for the following faculty positions. The College is accredited by the Southern Associa-tion of Colleges and Schools. The doctorate degree and demonstrat-ed teaching effectiveness in the area of assignment are required for all positions except those noted otherwise.

CHAIR/ACCOUNTING INSTRUCTOR—Division of Business CHAIR/ENGLISH INSTRUCTOR—Department of English and For-

eign Languages HISTORY INSTRUCTOR—Department of Social Sciences CHAIR/INSTRUCTOR—Department of Mass Communication
CHOIR DIRECTOR/APPLIED MUSIC INSTRUCTOR—Department of
Fine Arts-Master's degree in Music required.

APPLICATION DEADLINE: March 31, 1992. SALARY AND RANK: NEGOTIABLE.

APPLICATION PROCEDURES: Submit letter of application, current résumé, transcripts, and the names, addresses, and telephone numbers of three (3) consenting references to: Dr. Lenora D. Waters, Vice President for Academic Affairs, Huston-Tillotson College, Austin, Texas 78702.

An Equal Opportunity, Affirmative Action Employer

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ENDOWED CHAIR IN THE HUMANITES

The University of Kentucky seeks an enine scholar for its endowed Chair in the Humanities. Tel Position 1: Individual to assume leadership role in the Roading Department working with students in master's and doctoral programs. The candidate should have established a record of research and publication, or an agenda for luture research and publication, demonstrated excellence in teaching, and a broad background in language and literacy. The successful candidate should have expertise in cognitive psychology, successful candidate should have expertise in cognitive psychology, linguistics, and reading-writing research and practice. All applicants must have a doctoral degree, experience in schools, and demonstrated ability to collaborate with colleagues in a variety of disciplines. professorship, made possible by a grant from the Ashland Oil Company, represents a major comming of scholarly and financial resources to the humanites it offers its holder exceptional opportunities for continued scholarship and intellectual leadership.

We seek a scholar internationally known for his or her courts tions to the study of humanities. The successful candidate will (1) is produced significant work that has profoundly influenced though in humanities; (b) demonstrate the potential for a continued records about arly achievement; (c) he widely known and clied outside a well area his or her own discipline; (d) complement and further enhance ening College strengths; and (e) have earned recognition for teaching and undergraduate and graduate levels.

The person selected will have a tenured appointment in condition College of Arts and Sciences' humanities departments or, in the cards nuntanistic scholar from the social sciences, in one of its allied departs: Salary will be highly competitive.

The University of Kentucky is the Commonwealth's prixol state-wide institution of higher education and is a Camegie Class Rusch institution. The Lexington campus offers the full army of acadesical professional degree programs and is home to 1,000 faculty and 2,00 indergraduate and graduate students.

Letters of nomination or application (with acv, if possibly) in be sent to Dean Richard Edwards, College of Arts and Scientific Patterson Office Tower, University of Kentucky, Lexington, KY #56 0027, phone (606) 257-1175 or fax (606) 258-1073. Initial serecipal applications will begin on February 24, but applications are enough until the position is filled.

The University of Kentucky is an Equal Opportunity/Affires Action Employer. Women and minority-group members are special encouraged to apply. The Lexington Campus has a Partner Reboos Program and a Family Employment Policy.

> College of Arts and Sciences University of Kentucky



DEPARTMENT CHAIRMAN, MATHEMATICS VALENCIA COMMUNITY COLLEGE

Description: Teaches in and manages the Mathematics department. As manager, the chairman is responsible for struction within the department, for professional growth department faculty, for department service to both students and community, and for building a strong instructional program throughout the college. Qualifications: Master's degree or higher in Mathematics or a related discipline inquired); teaching and/or work related experience in Mathematics; administrative experience; understanding and commitment to Equal Access/Equal Opportunity. Salary: According to Administrative Salary Schedule. Application ded line: 02/13/92. Send resume and letter of application to 0.0. E. Michael Break, Director of Personnel and Employee Relations, Valencia Community College, P.O. Box 3028, Orlando, FL 32802. An Equal Opportunity Employer.

VALENCIA Community College

versity by stem of Horida, is seeking amplications for the position of Director of Administrative Computing I III position reports to the Assistant Vice President for information Resource Management and information Resource Management and increasing of the systems increasing the position and manuferance of University administrative support systems. These waters include the piecewing required to carry on University apensions, registration processing and course payment, accounting transactions processing and immely submission of Business of Russian Processing and transactions processing and transaction processing and transactions processing and transaction processing and transaction processing and transaction processing and transactions of Systems, Omputer Science, or a Bachelor's Computer of Master's Advisor Master's Assistance of the Systems of Experience of a Bachelor's degree and cight years of experience is required. Preparence must include at least three years of support responsibility in University administrative systems, financial information systems, or decision support systems. Candidates must have five years of management experience, been be computing or MIS functions. Send letter of application, returned, and names and phone numbers of three purfessional inferences for Ms. Frances Crook, Director of Human Resources, Florida Allante University, SOO N.W., 28th Street, Boca Raton,

kelevicommunity service activities. Pomine manuscement available upon remes Anokeation: Submit cover letter of
speciation; comprehensive resumes, offcall macrops for degree, and three recent
item of professional references (requestof by speciality to K. R. Dorcas, Kenai
remain College, 3450 Cullege Drive,
Sakota, Alaska 9566; 9077 262-5801.

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JERSEY CITY STATE COLLEGE

New Jersey's Cooperative Education College

a culturally diverse urban institution, located in the Greater New York Metropolitan Area. It is one of the nine state colleges of the New Jersey System of Higher Education. The institution offers undergraduate and graduate programs to over 7,500 students and has a faculty of close to 250.

Anticipated Faculty Openings For 1992–1993 Academic Year

A Doctorate, other appropriate terminal degree, or ABD required for the following full-time tenure track Assistant Professor positions:

> School of Arts and Sciences Dr. Dorothy Harris, Dean

> > Computer Science

Teach undergraduate courses in Programming, Data Structures, Operating Systems, Systems Program-

M.A. In TESOL or Applied linguistics required. Doctorate or ABD required. Minimum three years experience teaching ESL in higher education with emphasis on the teaching of writing, as well as familiarity with varied and innovative methodology.

EUROPEAN: Diplomatic or intellectual historian preferred. Able to teach basic survey courses and speclalized courses such as histories of Germany, France, Russia.

Mathematics

Position to teach basic skills and traditional undergraduate mathematics classes. Knowledge of microcomputers preferred. Demonstrated teaching experience required.

Position in Film Studies. The candidate must demonstrate critical scholarly activity in the field of film studles. Teaching experience is imperative

Modern Languages

Teach courses in French and either Spanish or Italian. Advise students and develop curriculum. A commitment to modern language teaching methods.

Music

Teacher of woodwind instruments; preference for a teacher of flute, clarinet and saxophone; professional performance experience on these instruments required; preference for secondary area of teaching in either music theory or music education with recent experience in public schools. MA required.

Psychology

Two positions: One in the area of cognitive/experimental or developmental Psychology. The second in school psychology or clinical-child psychology.

School of Professional Studies and Education Dr. Fred Means, Dean

Administration, Curriculum and Instruction Department

Elementary/Early Childhood Education Specialist. Ph.D/Ed.D/ABD required. Public school teaching pre-lerred. Experience in teaching and administration of Pre-K programs desirable. Urban and/or multicultural

School Finance/Social Studies Education. Ph.D/Ed.D/ABD required. Background in Economics or School Finance and Social Studies Education required. Public school teaching preferred. Urban and/or multicul-

Education Generalist. Ph.D/Ed.D/ABD required. Public school teaching experience required. Experience in teaching introductory education courses preferred. Experience in supervision of student teachers is desirable. Urban and/or multicultural experience helpful.

Nursing Department

MSN required. Doctorate preferred. MCH or related clinical specialty desired. Teach theoretical and clinical courses in a RN-BSN completion program. Ability to work with an integrated curriculum and an adult population. NJ RN license or eligibility required, teaching experience in BSN program preferred.

Adjunct Instructors

Adjunct instructors needed with specialties in criminal justice, fire science, reading, nursing, health education, and multicultural education, as well as adjuncts in the liberal arts.

For each of the above full-time positions, the fringe benefits are comparable and the salary is negotiable based on rank, qualifications, and experience. Faculty responsibilities include student advisement, curriculum development, and partici-

pation in other activities necessary for the conduct of department affairs. All positions include the possibility of teaching on and off campus, and day and evening

assignments. Some courses may require Saturday assignments. Positions to be filled upon availability of funds.

A letter of application and current resume should be sent by February 22, 1992 to the appropriate Dean (position applied for) to:

> JERSEY CITY STATE COLLEGE 2039 Kennedy Boulevard

Jersey City, NJ 07305-1597

Jersey City State College is an Affirmative Action, Equal Opportunity Employer, actively seeking minority and physically handicapped applicants.



JAMES MADISON UNIVERSITY

The College of Education and Psychology invites applications for tenure eligible positions for the 1932-30 academic year, James Madison University is a state supported comprehensive university providing academic year, James Madison University is a state supported comprehensive university providing academic year, James Madison to an enrollment of 11,000 students. The ingraed preparation with a strong liberal arts foundation to an enrollment of 11,000 students. The logical properties a variety of graduate (Ed.S. and Master's) and undergraduate teaching and non-leaching colleges using malified applicants with an earned doctorate preferred and appropriate experience are

encouraged to apply.

PERCOURAGED TO APPLY AND MIDDLE EDUCATION (Attained or meets requirements for full Properties of Attained and Attained and Attained and Attained and Attained and Attained and Attained Atta

or undergraduate courses in area of training.

EDUCATIONAL ADMINISTRATION (Assistant/Associate Professor). Doctorate in Educational Administration and teaching and administrative experience in public schools destrable. Responsibilities: Teach graduate courses in school administration and undergraduate professional education courses; advise students in master's program; help to implement a program emphasizing the preparation of leaders for mail schools with special attention to potential women and minority leaders.

nual schools with special attention to potential women and minority teaders.

INDUSTRIAL EDUCATION AND TECHNOLOGY (Assistant/Associate Professor). Doctorate in Technology, industrial, Vocalional or Trade and Industrial Education; excellent written and oral communication stills knowledge of microcomputer applications in education; and a strong record of teaching, research and service desirable. Responsibilities: Teach undergraduate and graduate courses; advise students; develop partnerships with local businesses, school districts, and state agencies.

develop parinerships with rocal businesses, school districts, and state agencies.

AIDDLE EDUCATION (Assistant Professor). Doctorate with emphasis in Middle diducation (4th-8th grade) with preparation in math, science, or social science education and middle or elementary teaching experience. Responsibilities: Teach undergraduate and graduate courses primarily for middle education students; advise middle education students; and supervise student teachers.

SUCCESSION DEPARTMENT (Three positions, Assistant Professor). For two positions we are seeking PSYCHOLOGY DEPARTMENT (Three positions, Assistant Professor). For two positions we are seeking incidental professor of the psychology training. Counseling Psychology position (third position) in CACREP approved Community Agency Counseling program. Experienced teacher and clinician to teach and supervise sudents in practica. Substance abuse counseling experience desirable.

students in practical Substance attacked and a substance of the professory. Doctorate in mildly handleapped or categorical area and teaching experience with students with disabilities desirable. Responsibilities: Teach in undergraduate program for the mildly handleapped (LD, ED, MR) and categorical graduate programs; advise students; supervise practicum and student teaching.

spense practicular and state in teaching.

Application Process: Applicants should submit a letter of application indicating the position for which my are applying and their qualifications for the position; a current curriculum vitae; unofficial copies of transcripts; and manes, addresses and telephone numbers for three references to the address below. Fixing all positions is contingent upon budgetary approval. Review of applications will begin on February 15, 1992 and will continue until position decisions are finalized.

James Medison University actively seeks a culturally diverse faculty and student body, encourages applications from minorities and women, and is an affirmative action, equal opportunity employer. The tanges is located in the Shenandoah Valley of Virginia and is only a two-hour drive from Richmond, Roznoke and Washington, D.C.

Search Committee Office of the Dean College of Education and Psychology James Madison University Harrisonburg, Virginia 22807

DEPARTMENT CHAIR

Department of Health Administration

Southwest Texas State University

The Department of Fleakth Administration in Southwest Texas State United by School of Fleakth Professions is seeking applications and/or morning four for the position of Department Chair. The successful condulate will qualified an inner track faculty position at the rank of associate professor or professor. This is a twelve-month appointment with a salary commensurate with experience.

The Department of Health Administration is composed of five program reas Graduate and Undergraduate Health are Administration, Long Term Health Care Administration, Healthcare Human Resources, and Allied Health Research. The department is composed of 16 full time faculty

QUAIRICATIONS: Applicants must have an extract doctorate in an appropriate represented by one of the department's programs or related area and about understanding of all programs in the department in addition, reprise in college or university teaching in one of these program are as is required Applicants must have demonstrated leadership in planning, development, and coordination of instructional programs, teaching, and research, demonstrated leadership is a program of faculty. Staff, and

spaceral and coordination of instructional programs, teaching, and research demonstrated leadership in recruitment and supervision of faculty, staft, and indens; and demonstrated leadership in planning and control of budgers in Healthcare delivery systems. Applicants must show evidence of involvenest in appropriate national/state professional organizations, experience in working with accrediting organizations, and by able to demonstrate scholarly across as evidenced by research and publication in peer reviewed journals factorful grantomaship is desirable.

RESPONSIBILITIES: The department chair reports to the Dean of the school of Health Professions and serves on school and university commutees, performs duties associated with the dudy operation of an academic department, and teaches courses in the Department of Health Administration.

Send a letter of application, vira, transcripts, and three current letters of incommendation, and five additional names of incorduals who will serve as feterates to. Dr. Edward H. Senfert, Chair, Health Administration Search Committee, ED 4012, Southwest Texas State University, San Marcos, Texas 18656-4616. Review of applications will begin March 30, 1992 and will confine until a candidate is selected to fill the position. Southwest Texas State University is an Equal Opportunity. Afternative Action Employer.

program and an effective alumns relations program frequently the expensibilities include personal direct mal, phone, and special aimost giving solitidations, subunteer recomment and management, overloading of dominaliumni resords, and acknowledgments, cooperative development of effective alormit programs with each of the four schools, habon to the Alumni Association and assistance with overall found causing Successful candidates will have at teast a benefit of deares, three or more years development experience, preferably to higher education fend-raising track record, strong organizational interpersonal, and communication skills, linearly range \$27.89.539.590 Aprily by February 7. Send cyver letter and resume to Margin Forter Rish, Assistant Chancellor, University Relations, University of Wiscomus-Parksade, Box 2000, Kenishta, Wiscomus \$1141. The University is an equal opportunity europsych, and upon request, is required to make public the names of persons applying for this position.

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ight near, cannot and administrative experience; public school experience and academ-igher Education teaching and administrative experience; public school experience and academ-guid congruent with department (i.e., Early Childhood, Middle Education or Reading); and a creativity and interpersonal relationship shills desirable. **Responsibilities:** Administer de-

reauvry and met personal reproductive properms in disciplines noted above; leaching graduate luste courses in area of training.

SOUTHEASTERN LOUISIANA UNIVERSITY

Hammond, LA 70402

The College of Aris and Sciences is sceking applicants for the following tenure track positions available for the 1992-93 academic year: Assistant Professor of Criminal Justice: Ph.D in Criminal Justice of Assistant Professor of Criminal Justice: Ph.D in Criminal Justice or related field ABD considered with some teaching experience. ABD will be hired at the Instructor level (the JD or Ed.D. is not suitable for this position). Must demonstrate interest in scholarly research and publication. Knowledge of law enforcement, corrections, industrial security, agency administration, ethics Duties: Twelve-hour teaching load, advising, research and publication, committee work and community service. Our program emphasizes values as well as skills. Written examinations and research papers are required in all advanced courses. Salary is commensurate with credentials and experience. Applicants send letter of application, vita, transcripts of all university course work, and three letters of reference to Chairman, Criminal Justice Search Committee, P. O. Box 535, S.L.U., Hammond, LA 70402. Application dead-line is April 1, 1992.

Assistant Professor of Social Work in its CSWE-accredited program in undergraduate social work. Position Includes teaching and advising, with appropriate community service, research and publication. Applicants must have MSW and a minimum of two years' post-master's experience. DSW or Ph.D. preferred. MSW will be thred at the instructor level. Teaching experience with social work practice in rural or developing seitings is highly destrable. Salary is commensurate with credentials and experience. Applicants send letter of application, vita, transcripts of all university course work, and three letters of reference to Chairman, Social Work Search Committee, P. O. Box 774. S.L.U., Hammond, LA 70402. Application deadline is April 1, 1992.

S.L.O., Francisco, LA (1902. Application deadline is April 1, 1992. Assistant Professor of Sociology and Criminal Justice position includes teaching, research and publication, advising and appropriate community service. Ph.D. or AliD required and ability to teach courses in both sociology and criminal justice. AliD will be hired at the Instructor level. Salary is commensurate with credentials and experience. Applicants send letter of application, villa, transcripts of all university course work, and three letters of reference to Chairman, Sociology/Criminal Justice Search Committee, P. O. Box 535, S.L.U., Hammond, LA 70402. Application deadline is April 1, 1992.

Box 535, S.L.U., Hammond, LA 70402 Application deadline is April 1, 1992. Assistant Professor of Music/woodwind specialist: Master's degree required, doctorate preferred; demonstrated success as performer and teacher on both clarinot and saxophone; jazz skills strongly considered with experience in teaching flute recommended; ability to recruit and maintain an applied studio and to contribute in developing commercial music program; duties include applied clarinet and saxophone, possibly flute; assist jazz studies director in Improvisation classes and performance activities as needed and other courses as departmental needs dictate. Applicants send letter of application, vita, and three letters of reference to Dr. Willis Delony, Chairman, Woodwind Search Committee, P. O. Box 815, S.L.U., Hammond, LA 70402. Application deadline is February 25, 1992. Please do not send tapes until requested.

Southeastern Louisiana University is an afirmative action, equal opportunity employer and is actively seeking a diversified staff.

W.M. KECK FOUNDATION PROFESSORSHIP IN REMOTE SENSING AND ARCHAEOLOGY

Announcing a new tenure-track faculty position at the level of assistant or associate professor, effective September 1, 1992. The professorship is named in honor of the W.M. Keck Foundation, whose grant has made the appointment possible. The ideal candidate will be an archaeologist with both research and instructional background in remote sensing; he/she will have had significant field experience; successful teaching experience at the college level; and capabilities for leadership. The archaeological background may be either in Old World or New World archaeology, prehistoric or historical, and/or in an archaeological science. A Ph.D. is required. Send nominations or applications, including vita, and the names and addresses of three referees, by

Search Committee, Department of Archanology, Boston University, 675 Commonwealth



An equal apportunity/effirmative action employer.

dent toan programs, payroll, budget and audit reports preparation, cash management and diter related accounting functions. The Controller reports to the Vice President, Financial Affairs, Requirements include a comprehensive knowledge of fund accounting, systems application, electronic spreadsheel esperience, and working knowledge of restricted-account reporting to federal, state and other regulatory agencies. Candidate must possess a backetor's degree in accounting, with CPA or MBA preferred, and a minimum of two year's experience in higher education. Please forward a letter of application with résume by February 10, 1922, to Personnal Manager, Seton Hill College, Orcernsburg, Pennsylvania (560). Seton Hill College is an Affarastive Action, Equal Opportunity Employer. Minorities encouraged to apply.

Counseling: Guidance and Counseling. School Counseling: Tenure track assistant professor in dynamic master's and foctoral program in community and school counseling at the University of Montaga, available August, 1992. Responsibilities include leaching graduate courses in school coun-

Computing Services: Director of Computing Services, Clark College, Vancouver, Washington, Clark College, a comprehensive community college in the Pacific Northwest, is recruiting for a Director of Computing Services. Preference will be given to applicate with a Master's degree, with at least one degree in a computer-shoted field. Supervision year-entered field. Supervision starting data in Counselor Service. Required qualification, materials may be requested from year-entered field. Supervision year-enter peacanng expenence; public school (eaching experience. Review of credentials begins February 29, 1992 and will configue until the position is filled. Send better, vita, official graduate transcripts, tinne current letters of reference titestiding one from a supervisor) to Dr. Cathy Jenni. School Counseling Search Committee Chair, Guidnace and Counseling, School of Education, University of Montana, Missoula, Montana 58812; (60) 243-2608. Position dependent on available funding. The University of Montana is one of the nation's outstanding public universities, committed to liberal arts education, research, and strong professional programs, it is located in Missoula, accumopolitar Rocky Mountain community of 70,000, often singled out in arbitral publications for its quality of life. The University of Montana is an Affirmative Action, Equal Opportunity Employer, committed to diversity in all its programs.

Counseling: Assistant Professor of Coun-seling and School Psychology—tenure track. Qualifications: carned doctorate, teaching competency and scholarly accou-plishunght. Will teach arrafusts counselor education courses in the areast marriane

CHAIR, EDUCATION DEPARTMENT ALBION COLLEGE Albion, Michigan

The Education Department at Albion College offers courses leading to certification at the elementary and secondary levels. Responsibilities of the Chair include teaching the Secondary Methods course, overseeing the supervision of secondary student teachers, building collaborative partnerships with College and public school faculty and staff, strategic planning and fund raising within a liberal aris tradition for both the elementary and secondary programs, and coordinating other multine administrative duties for the department.

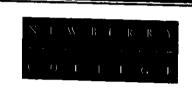
administrative duties for the department.

Qualified candidates should possess an earned doctorate, administrative experience at the level of department chair or program director or above, teaching excellence and the ability to work with student teachers, strong interpersonal skills, creative, flexible leadership, and experience in curriculum development at the elementary and secondary levels. The candidate should also be knowledgeable about current issues and proposed reforms in education and have background or interest in multicultural education, science education, and educational issues pertaining to gender.

Prospective candidates should send a letter of application, résumé, ami the names, addresses, and telephone numbers of at least four references

Dr. Patricia Frick Acting Provost Albion College Albion, MI 49224

Albion College is an Equal Opportunity Employer, and encourages applications from women and minority candidates. Applications must be postmarked by February 15, 1992.



COMMUNICATIONS

Tenure-track position in a small, liberal arts Lutheran church related college with now multi-disciplinary program covering journalism, radio, television and public relations. Position begins August, 1992. Requires master's in communication-telated fields, Ph.D. preferred. Rank dependent on highest degree. Professional and/or toaching experience is important to position. Teaching radio and television production and related courses and supervising student production activities. Send letter of application, résumé, graduate transcripts and three letters of reference by March 1, 1992 to Dr. John 1. Setzler, Dean of the College, Newberry College, Newberry,

and family counsellon, counsellor skills and community commellor; also undergraduate teacher education. Program offers Master's in School and Community Counsellon. Specialist in School Psychology. Salary commensurate with experience and education paid on 12-month basis with optional aummer pay for summer teaching Denefits include multiple pension plans (TIAA/CREF), medical, dental, life and disability insurance options. Appointment effective August 15, 1992. Sead letter of application, current vita, there tetters of reforence and official transcripts to Dr. Martene Kuakic, Sparch Committee Chair, Founders Hall, University of Nebraska at Koarney, Kearney, Nebraska 6849, Review process begins March 1, 1992. An Equal Opportunity, Affirmstive Action Employer.

Counsolor Education: The Department of Counseling and School Psychology invites applications for an assistant/associate tenure track position in Counselor Education to began in September, 1992. Duties include teaching courses in counseling children, opunuelling procedures, theories, substance abuses, group counseling, practice, substance abuses, group counseling, practice, substance to segan in September, 1992. Duties include teaching courses in counseling children, counseling courses in counseling children, counseling procedures, theories, substance abuse, group counseline control from an accredited institution. Two years of experience working with children and adults. Salary competitive, Postition subject to availability of Rinds. Women and minority applicants encouraged to apply. The Search Committee will begin reviewing candidates on March 6, 1992, Applications will be accepted until selections are made. Send rénumé, all official smatules and undergraduate iranscripts and 3 letters of reference to: Bernsard Richardson, Ph.D. Commeling and School Psychology Department, Southern Connecticut State University, 501 Crescent Street, New Haven, Connecticut OSSIS, AA/EOR, Search \$91-202.

Criminal Justicer Assistant Professor. Join a rapidly expanding (120 majors) undersaratistic B.A. program. Dealors) undersome combination of corrections, law enforcement, changing corrections, law enforcement, changing and abstract advising and college service. Ph.D. in Criminal Justice or a closely related field

Criminology: The University of Tampa, Cornellogy and Social Work, invites applications for a tenure-irack, assistant professor position to criminology beatoning Angust 1992. Candidates should have a Ph.D. is criminology for restance fiscly. Courses to be taught juckede introduction to criminology for production to criminal tustice, policing or courses related to expertise of application and professional experience will be given professorable to recommand the saven professorable tester of application, resumment of professorable tester of spolicing and professorable testers of recommendation to Dr. Falling Cutting, Charles Charles of Spolicing and Social Work, Co. Human Resources Department, University of Tampa, 401 West Kennedy Boulevard, Tumpa,

Florida 33606-1490, EOE/AA, Deadline February 22, 1992.

Pedrumy 22, 1992.

Dancer Kent Shite University Positions open August, 1992. Minoutty sandulates encouraged to apply. I. Assistin Professor, Bullet. Tenure track position Alvikiy to leach all levels of Ballet and at least hower levels of Modern Pance in addition to expertise in two of the following: K-12 Dance Education Experience. Dance Hostory, Dance Composition, Notation, Dance Experience. Production, audditioning, Peroduction, Jazz Dance, and Body Science. Experience. Production, audditioning, recruitment, and advisement skills necessary. Specialist Master's Degree and university teaching experience preferred. 2 loannetor/Arnial in Residence. Mustern Dance. One year position with Possibility of additional year renewal. Healinger through advanced teaching sought in Modern Dance, significant expertise in two of the following: Ballet, Jazz, Composition, Dance Production, and Body Sciences. Professional performing and alrong choreognitic expertise in Modern Dance respective in Modern Dance respectively freturnable, and three confideration, vita, video tapets of creative/scholarly activity freturnable), and three confideration letters of reference by Pebruary 7, 1992 to: Professor Darwin Profess, Coordinator of Creative and Dance, School of Physical Education, Revenue and Dance, Reat State University. P. O. Box 5190, Kent. Ohio 44242-0001.

Danca/Theatret Senior tenure track faculty member to coordinate, administer and provide seademic leadership to Department of Dance and Theatre within the leasthute of the Arts. Rank: Associate/full Professor. Opaillications: doctorate or other terminal degree; exceptions: scholarity/artistic achievement; administrative experience; interdisciplinary management shirt; earperience in leadership of MFA program; able to teach Philosophy and Aesthelics, depiction deadline; and I. 1992. Send mitted of three references to: Lorraine Brown, Chair, Dance and Theatre Search Committee and Theatre Search

TOWSON STATE UNIVERSITY

Towson State University invites applications and nombation by following faculty positions effective fall semester 1992. Towns to University, located on a 526-acc campus in a nother such Buildmore. Planyland, is a liberal-arts based comprehensive than and emoits approximately 15,000 undergraduale and graduate denis. It is the second impost member of the State University Sec

Speech and Mass Communications

Tenure-track Assistant Professor in communication studies for gent upon state funding. Doctorate degree, teaching expenses evidence of scholarly activity required. Duties include undergate and graduate teaching in some or all of the following areas somal communication, small group communication, non-relations munication, public speaking and communication training and easopment. Supervise Fundamentals of Speech Communication by the supervision of interns.

Tenure-track Assistant Professor in television studies. Configer upon state funding. Doctorate or MPA degree and experience high ing television courses required. Ability to teach radio courses and introduction to electronic media desired. Professional productor performe preferred. Duties include undergraduate and gradual courses in studio and tield television production. Possible assistant in the development of a campus television station and cable series teaching in radio and supervision of electronic media interes.

teaching in racito and supervision of electronic media intens.

Non-tenure track instructor/Assistant Professor as Assistant Disus of Forensics. Contingent upon state funding. Master's degree quired, doctorate degree preferred and necessary for the makety sistant Professor. Debate coaching experience is assential inditial events background helpful. Duttes include coaching ioxistis, brid with team, administer tournaments, and teaching undergates courses in communication studies at a reduced load. Scholary gust and development are encouraged. and development are encouraged.

CLOSING DATE ON ALL POSITIONS: FEBRUARY 5, 1992. Send letter of application, curriculum vitae, tires letters of some mendation and graduate transcript to: Dr. Ronald J. Mallon (b) man, Department of Speech and Mass Communications

TOWSON STATE UNIVERSITY

Towson, Maryland 21204

An Equal Opportunity, Affirmative Action Employer

TRENTON STATE COLLEGE



EXERCISE PHYSIOLOGIST

Health and Physical Education Department is seeking an Assign Associate Professor for a 10 month, tenure track position beginning the Fall of 1992. Responsibilities include teaching a wide variety undergraduate and graduate courses, including Physiology of Easts Contemporary Nutrition and Physical Activity, Nutrition, Exedend Enemy Balance Research, and Physiological Foundations of Cooling Other responsibilities include coordinating the Human Performance Computer Laboratory, involvement with the campus wellness program advising/supervising HPE students in student teaching or intensity settings, assisting with the coordination and development of mile graduate courses and programs, participating in college and comservice and to appropriate professional organizations on the local size and national levels, conducting and leading research and production scholarly work. The Department is seeking persons with strong issent interests and outstanding teaching ability. Contract date: Septembril 1992. Salary: commensurate with qualifications and experience. App. cants must possess a Doctorate and have higher education teaching experience and possess human performance/computer laboratoryland in the experience. ACSM certification (Health Fitness Instructor or laboratory) preferred. Send a letter of application, resume, graduate transition abstract of doctoral dissertation and three letters of recommendation. March 15, 1992 to: Dr. Charles E. Hill, Chair, HPER Department, Trenton State College, Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700 fo enrich education through diversity. TSC is an ANEOE.

power and diplumacy. Send letter of application, curriculum vitae, samples of published work, and references, by bebruary 29, 1992, to. Professor William R. Van Cleave, Derastment Head, Department of Defense and Strategic Studies, Southwest Missuuri State University, 401 South National Avenue, Springfield, Missuuri State, 1993, SMSU is an equal opportunity, afficiency of the School of Penistry Opens, West Virginia University, Mension West Virginia 26906, West Virginia University, Mension West Virginia Conference and the School of Dentistry Application under the position is filled. Nontaneous application with curriculum vitae application with curriculum vitae application with curriculum vitae application with the content of the sent of the s

Dentistry/Dean: West Vitamia University. Dean of the School of Dentistry Applications and nonunniluns are invited for the position of Dean of the West Vitamia University School of Benutry. The Dean will be responsible for administering the educational, research and service programs of the dental school and service programs of the dental school and its components which include: the D.D.S. program; pustductoral programs (praduct, postgraduale and Confinition. include: the D. D. S. program; priviductoral programs (praduate; postgraduate and Continuing Education; it the Denial Hygiene program; the dental practice plan, and community service programs. The School of Cantistry along with Schools of Medicare. Mursing, and Pharmacy make up the Health Sciences Center, a component of West Virginis University. It and grant institution of more than 22,000 students, West Virginis University in a co-rectment of a recent W. R. Kelloga grant to implement innovative approaches to health care education and delivery of services to rural populations. We seek candidates who have: 1) D.D.S. or D.M.D. degrees. 2! Record of responsible administrative positions within dental education. 3] Evadence of scholarly achievements including publications. 4) Experience with change, evidence of leadership in implementing unavaive approaches to teaching, tesearch, service: must be open and recently to new ideas. 5] Experience or special interest in rural health and an interdiventing of a balanced modern dental curriculum. 7) Credentials (or appointment as Full Professor. 8) Elspendily to obtain a West Virginia dental uccas (requires graduation from an American or Canadian dental school and United States Citizenship.) Review of applications.

of sour resume required advertisement.

Development: Development Direct. In Cairfornia Council for the Rosania council for the Rosania council for the Rosania council representation of the Rosania council representation requires a backets destruction requires a backets of the Rosania council representation of the Rosania council repre

Faculty

Community Health

Saint Luke's College is seeking a full-time nursing laculty to devolop and teach community h in an upper division bac calaureato nursing program Mosters in Community/Publi Maeters in Community/Public Health Nursing required doc-torel proparation in nursing or related area preferred. Candi-date must have RN licensure in date must have RN licensure in Missouri, at least 2 years' clinical experience, and prior bacculaurente teaching experience. Rank and salary are commonsurate with experience, education and scholarly activity. Review of applications with bagin February 3, 1992 and continue until the position is filled. Qualified candidates should send letter of inquiry, CV, and names and telephone cumburs of three professionals. numbers of three professional references to: Dean, Helen Anna Jepson, EdD., RN, Saint Luke's College, 4428 Wornall Road, Kansas City, Missouri

FORDHAM UNIVERSITY GRADUATE SCHOOL OF EDUCATION

DIVISION OF CURRICULUM AND TEACHING

is seeking an Early Childhood Educator

Director of Early Childhood Pro-grams Assistant or associate pro-lessor position on tenure track. Teach and coordinate early child-hood programs at both preservice and graduate levels. Must have disclorate Field experience service track research and publication in-terest necessary. Position begins September 1992 Send résumé

Dr. Carolyn Hedley Fordham University Graduate School of Educa tion 113 Seat 60th Street, #1102 New York, New York 10023 Fordham University is an Equal Opportunity Employer



Star Search

North Harris Montgomery Community College District is now accepting applications to fill anticipated new faculty positions. This is a unique opportunity for outstanding instructional leaders to continue their professional development and gain further recognition for their scholarship and teaching skills while working with NHMCCD's exceptional team of innovative faculty stars and administrative leaders.

NHMCCD comprises three colleges (North Harris, Kingwood and Tomball) located in a 751 square mile area in north Houston, Texas. A fourth college, Montgomery College, is scheduled to open in 1995. The District currently enrolls 18,000 credit and 30,000 community education students. NHMCCD is recognized for the quality of its educational program and is considered a leader in technological innovation.

Listed below are anticipated positions and qualifications of the ideal candidates. All positions are subject to budgetary approval by the NHMCCD Board of Trustees. Teaching assignments may include day, evening, and weekend classes. Community college teaching experience is helpful.

All positions are nine-month contracts subject to renewal, unless otherwise specified. The positions listed below require a master's degree with 18 graduate hours in the teaching discipline. Number of vacancies is noted in parentheses.

Accounting/Business/Economics (1) Developmental Studies/English (4) English (3) Government (1) History (1)

Mathematics (4) Mathematics/Physics (1) Physical Education (1) Sociology/Psychology (1)

Positions with special requirements include:

Art (1)-Must be qualified to teach art history, art appreciation, and studio classes. Experience in planning and presenting shows. Program builder and advocate for arts in the college and community.

Associate Degree Nursing (2)—Graduate degree in nursing with current license to practice in Texas.

Biology (2)—Ability to teach biotechnology, microbiology, biology, human anatomy,

Child Care and Development (1)-Associate degree in child care and development or a relevant baccalaureate or graduate degree, and experience in the field. Counseling (4)—Graduate degree in guidance and counseling or related field with

previous community college teaching experience preferred. (12-month contract) Computer Information Systems (2)—Minimum 3 years relevant experience in

the computer industry in the PC environment; master's degree in computer science preferred.

Drafting (1)-Experience in computer-assisted drafting (AutoCad and VersaCad); bachelor's degree in industrial or technical education; master's degree preferred. Emergency Medical Service Technology (1)-Bachelor's degree in health-related field or education and certification to practice as an EMT-Paramedic, EMS-Instructor and EMS-Examiner in Texas.

Librarian (3)-MLS required; OPAC experience preferred, and in reference, circulation, end user or instruction, database searching, collection management. (12-month contract)

Office Administration (1)-Bachelor's degree in office administration or business-related field; master's degree preferred.

Respiratory Care (1)-Associate degree required, bachelor's degree preferred; minimum 3 years related work/teaching experience in respiratory care field. Retention Specialist (1)—Faculty rank position. Need community college counsel-

ing or teaching experience. (12-month contract)

Spanish (2)-Graduate degree in Spanish with additional 18 graduate hours in second foreign language, French or German preferred.

Speech/Drama (1)-Experience in teaching forensics, drama, and public speaking. Program builder and advocate of arts in the college and community.

Veterinary Technology (1)—Prefer candidates who also qualify to teach biology. Minimum of one year of practice and teaching experience desired.

Applications should include a cover letter describing how the applicant meets the qualifications of the position, a current résumé and the names, addresses and telephone numbers of five references. Send to:

> **Faculty Search** Personnel North Harris Montgomery Community College District 250 N. Sam Houston Parkway East Houston, Texas 77060

Formal screening of applicants will begin March 2,1992. Appointment to the faculty for the Fall 1992 term is subject to ratification by the NHMCCD Board of Trustees.



PUBLIC RELATIONS Assistant or Associate Professor

Kent State University invites applications for a tenure trail

faculty position at either the assistant or the association at either the assistant or the association at the assistant at the

professor rank in the accredited School of Journalism av

The successful candidate for the position will leave

undergraduate and graduate courses in the public relation

sequence. The ability to teach related courses, such as max

communication principles, ethics and media writing to

desirable. Other responsibilities include advising, publish

Candidates must have an advanced degree, significant

professional and teaching experience in public relations and

demonstrate an established record of professional and

Effective date for the position is August 24, 1992, Salary is

competitive. Minority candidates are especially encouraged

To assure full consideration applications must be received by March 16, 1992. Screening will continue until position is that

Submit letter of application, complete resume/vitae, office

transcripts of undergraduate and graduate credits and this

Professor Gregory Blase, Search Committee Chair

School of Journalism and Mass Communication Kent State University, P.O. Box 5190, Kent OH 44242

Equal Opportunity/Affirmative Action Employer

Lock Haven University, located in Central Pennsylvania, 32 milesomeous of State College, is a primarily undergraduate, state-supported educational institution of 3.500 students. Its special mission in hese System of Higher Education is international education.

The University seeks a diverse faculty which will help it develops not cultural and multi-disciplinary curriculum for the 21st century.

An equal opportunity, afternative action employer, the University vites applications for a Tutorial Coordinator within the Equal Opposity Program. Renewed and summer employment is based on gain basing. Responsibilities include organizing individual and small group toring, supervision and training of academic tutors, study side additional properties of academic tutors.

Requirements include a Master's degree plus two years' post-scoring experience in teaching or counseling high risk students Salay may approximately \$24,600-\$27,100 for academic year, possibility of suggest

Review of applications will begin February 1, 1992 and continue unlike position is filled.

Qualified candidates should send a letter of application résuné, and a least three references. They should submit official or unofficial ga-scripts with their application or as soon thereafter as possible. Address materials.

Women and minority candidates are strongly encouraged to apply.

Ms. Mary C'Neill, Chair Tutorial Coordinator Search Committee Lock Haven University Lock Haven, PA 17745

LOCK HAVEN UNIVERSITY

Lock Haven, Pennsylvania

AVAILABLE 1991-92

TENURE-TRACK FACULTY POSITION

Department of Student Academic Series

scholarly publication or the potential to build one.

n area of specialization and University and profess

Mass Communication.

etters of reference to:

HAVEN

UNIVERSITY

service.

apply.

THUNDERBIRD

American Graduate School of

International Management

MODERN LANGUAGE FACULTY:

French, German, Japanese, Spanish

Qualifications: Ph.D. preferred: native fluency required. Primary interest and academic preparation in language pedagogy, applied research, materials development, business language, CALD multimedia applica-

Rank, Salary, Options: Tenure track; salary competitive. Nine-month contract with summer employment available. Overseas programs available.

able.

Department of Modern Languages: 33 full-time faculty teaching 10 languages, including business language and commercial correspondence. THUNDERBIRD is the world's oldest and largest graduate school of international management. Language instruction is an integral part of the School's three-part curriculum that also includes world business and international studies leading to the Master of international Management Degree. An enrollment of more than 1,300 graduate students from all U.S. states and 55 foreign countries creates a dynamic international environment that has made Thunderbird the premier graduate school of international business.

Send CV and complete dossier to Dr. Mary Anne Critz, Dept. of Modern Languages, Thunderbird Campus, 15249 N. 59th Ave., Glendale. AZ 85306-6000. Applications accepted until positions are filled.

THUNDERBIRD is an Equal Opportunity, Affirmative Action employer.

BUSINESS: femire track position in business. Position requires breadth in teaching management and marketing skills. Master's Degree required, teaching experience and a too to take preferred. Experience in industry and/or academic technology programs also preferred. Rank, and salary confugersarie with education and experience. Screening legiting 2/10/92, Available 8/1/92.

lwgms 2/10/92, Available 8/1/92.

COMPUTER INFORMATION SYSTEMS: Tenure track position teaching courses in computer programming languages, computer applications, and software engineering at the undergranulate level. Includes advising degree majors and minors, curriculum development, and club advising. Master's Degree with CIS concentration and industrial CIS experience preterred. Will consider Master's Degree candidates. Must be competent to leach undergraduate cranses in Pascal, C, and data base programming, telecommunications, and networking, have technical correctly in microcomputing and time sharing. Screening Legion 3/1/92, Available 8/1/92.

Streening Legins 19792. Available 80792.

DIESEL TECHNOLOGY: fenure track position teaching indergraduate heavy equipment critics. Institution is a thing in subject areas such as diesel engines, institutions and introduction to traction. Nativitied of their inspiral hildren freducts, come about properties, student advanta, club advising, working work tractice of things and tractor resource projects. Bachelor's regree with recent field experience in diesel required. Abster's regree with tractor dusign and engineering experience professor. Screening begins 20092, Available 80/92.

The district of this resourcement is with education and exterience. Send a letter detailing

Rank and salary commensurate with coloration and experience. Send a letter detailing career goals and interest in the profition, a relatine, transcripts, and three references to: Dr. Abatha Anne Daw, VPAA. Northern Montana College, Havro, MT 59501. AAECE.

THE SCHOOL OF SOCIAL WORK

The University of Texas at Arlington

The School of Sexial Work at The University of Texas at Arilington is now seeking condidates for several tenure-track faculty positions at the Austeiant Professor level Applicants should be interested in tearning at both the graduate and undergraduate Applicants should have a many policy, or administration and planning. Applicants should have a doctorate in arcial work, say lat welfare, or a related field, and at least two years' post-master's social work experience. Consideration will be given to ABD candidates. The MSW is required.

experience. Consideration will be given to ABU candidates. The MSW is required, the positions are available beginning in January or September, 1992. Women and inhorities are especially encouraged to apply. Please submit a vitre and a statement which describes your current teaching and research interests to Dr. Richard P. Dangel, Chair, Search Committee, The University of Texas at Arlington, P. O. Box 19129, Arlington, Texas 76019-0129.

NORTHERN MONTANA COLLEGE

Faculty Positions



CHADRON STATE COLLEGE

Special/Elementary Education

Assistant Professor of Special/Elementary Education to teach Special and Elementary Education. Tenure track position effective August 21, 1992. Doctorate in Special/Elementary Education; salary commensurate with e-penence and degree. Open until filled; review of position begins March 2, 1992.

Business (Accounting/Finance)

Assistant/Associate Professor of Business to teach undergraduate and graduate courses in Accounting and Finance. Tenure track position effective August 21, 1992. Doctorate in Business Administration (accounting/finance): MBA with thirty hours considered. Salary commensurate with experience and degree. Open until filled, review of position begins March 2, 1992.

Music

Instructor/Assistant Professor of Music to teach percussion, improvisation, arranging and jazz history; direct jazz ensemble and combos. Tenure track position effective August 21, 1992. Master's degree required, doctorate pre-lerred with successful experience as jazz conductor, performer and teacher preferred. Salary commensurate with experience and degree. Open until filled; review of position begins February 14, 1992.

Business

Instructor of Business to teach undergraduate classes in Accounting and Marketing. One-year replacement position effective August 21, 1992. Specify "Business replacement" on your letter of application. Master's degree required: MBA preferred. Salary commensurate with experience and degree. ied; review of position begins February 14, 1992.

Chadron State College, located in northwestern Nebraska, is a comprehensive state institution of 3,300 students, granting undergraduate and graduate

Send a letter of application, three current letters of recommendation, personal résumé and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, Tenth and Main, Chadron, NE 69337-2690. EEC/AA Employer.

TRENTON STATE COLLEGE



READING LANGUAGE ARTS DEPARTMENT ASSISTANT PROFESSOR **FULL-TIME TENURE TRACK POSITION** AVAILABLE SEPTEMBER 1, 1992

Instruction at the graduate and undergraduate level in secondary reading, diagnosis an developmental reading courses. The Department is seeking someone with a strong research interest and outstanding teaching ability. Earned Ed.D. or Ph.D. and experience in elemenlary and/or secondary school teaching required. Reading Specialist Certificate, College or University teaching preferred. The following credential packet must be submitted with the letter of application: vita, three recent professional references, a photocopy of teaching certificate, reading specialist certificate is applicable, a photocopy of doctoral diploma. Materials must be received by March 15, 1992. Interviews begin in late March, 1992. Apply to: Dr. Eileen M. Burke, Chairperson, Department of Reading and Language Arts, FH 321, Trenton State College, Hillwood Lakes, PO Box 4700, Trenton, NJ 08650-4700. To enrich eduction through diversity. TSC is an ANEOE.

Early, Chilishood Education Child Development of the Comment of th

HOFSTRA ***

HEALTH, PHYSICAL EDUCATION, AND RECREATION

Hotatra University anticipates one full-time, Assistant Professor, tenure-track, faculty opening for the Fall, 1992 semester in Health, Physical Education and Recreation Department. Primary responsibilities are in the Fitness area:

1. Applied and practical courses within an Exercise Leader Undergraduate Major;
2. Filness curriculum courses in undergraduate & graduate Physical

Some background in adapted Physical Education as a secondary atrength desirable. Teaching in some majors skills classes such as Basketball, Football, and Wrestling also are possible. Faculty responsibilities also include student advisement, field and/or atudent teaching supervision, departmental, school, & University committee work, and scholarly research and publishing.

Earned doctorate in Exercise Science or Physical Education required. Submit a letter of application, resume, transcripts, and three letters of

Dr. Estelle Weinstein, Acting Chair Department of Health, Physical Education & Recreation HOFSTRA UNIVERSITY 282 Swim Center Hempstead, NY 11550

Application Deadline: February 15, 1992 or until position tilled.

HOFSTRA UNIVERSITY

Hofstra University is an Equal Opportunity, Affirmative Action Employer

ASSOCIATE OR FULL PROFESSOR **EDUCATIONAL ADMINISTRATION**

Southern Connecticut State University

The Department of Administration and Supervision in the SCSU School of Education invites applications and nominations for a full-time, tenure-track position in sixth year professional programs, for the preparation of superintendents of schools and intermediate administrator/supervisors at building and district levels. Each candidate must have successfully completed, or nearly completed, a doctorate in educational administration and have a minimum of five years administrative experience, live of which must be at central office level, preferably as superintendent of schools. Teaching ability is paramount; willingness to engage in research, publication, supervision of administrative interns, and service to public schools is essential.

Position available: August 24, 1992, subset to availability of tentions. Position available: August 24, 1992, subject to availability of funding

Minority candidates are encouraged to apply and identify themselves. A letter of interest, résumé, and names/andresses/jihone numbers of three references should be sent by February 15, 1992 to: Dr. Jane W. Ruck, Chalrperson, Administration/Supervision Department, Southern Connecticut State University, 501 Crescent Street, New Haven, CT 06515.



FACULTY POSITIONS AFRICAN & AFRO-AMERICAN STUDIES

The University of South Florida, the African & Afro-American Studies (AFA) Program invites applications for one tanure-track Assistant Professor position and one Visiting Assistant Professor position, both to begin August 1992, contingent upon funding. Requirements for the positions include Ph.D. In History with specialization in African-American Positions include Ph.D. In Indiany with research targeted at the African-American community. Also the tenure-track Assistant Professor position requires Ph.D. at time of appointment. An ABD will be considered for the visiting position. Application deadline is March 15, 1992. Send letter of application. Cv. /transcripts and three letters of reference to: Kofi R. Glover, Chair of AFA Search Committee, University of South Florida, 4202 E. Fowler Avenue (Soc 107), Tampa, FL 33620. By Florida Law, applications and meetings are open to the public upon request.

Education: Director of Professional Educational Services. The Teachers Codiega is seeking a dynamic, innovative and collaborative and collaborative individual to provide leadership for an important unit in the college. Administrative unit is responsible for placement of a university to the service of the Anyon, Chairperson, Department of suchert teachers, assignment of pre-service observation experiences, administrative observation experiences, administrative observation experiences, administrative observation of certification. The Director of the Academic Leadership of the Academic Leadership of the Academic Leadership related to the preparation of teachers and eaching experience at the elementary and one accordary level required. Successful experience in university-level teacher preparation discretely the particular of the preparation of elementary and one accordary level required. Successful experience in university-level teacher preparation discretely the particular of the preparation of elementary and on the preparation of teachers and eaching experience at the elementary and one of the preparation of teachers and eaching experience in university-level teacher preparation of elementary and on the preparation of teachers and eaching experience at the elementary and one of the preparation of teachers and eaching experience at the elementary and one of the preparation of teachers and the elementary and the proparation of teachers and the elementary and the proparation of teachers and the elementary and the

seek candidates who share our Christon faith and philosophy. Manutaty candidates particularly encouraged to apply Initial screening by February I but position open until filled. Resime and credenials should be mailed to Dr. Gerald D. Smith. Vice President and Dean of the College. Huntington. College. Huntington. College. Huntington. Figure 16750 Equal Opportunity Employer.

40730 Equal Opportunity Employer.

Education: Small, private liberal arts college with professional programs seeks assistant or assurante profession for undergraduate and graduate education programs Responsibilities, in addition to teaching and advising, include supervision of student teachers and projectivities with a figure of the Opportunity with an enablined of appropriating instruction required. Knowledge of developmental psychology preferred. Applicants must urrange to have three letters of reference and all franscripts sent and submit a letter of application and status. Ray Ownbey, 12-an, 5-thool of Arts and Sciences, Westminster College of Salt Labe City, 1840 South 1300 East, Sult Labe City, 1840 South 1300 East, 1840 East,

Educational Measurement/Research: As sistant professor with research witentstum in teacher education, and ear ned ducturate in educational psychology, reducational measurement, teacher education or closely related area; and public school teaching experience, with strengths in measurement, evaluation and quantitative methods. Responsibilities include teaching students in rolled in graduate teacher education programs, as well as teaching an undergraduate coapse in measurement and/or statistics. The Department is particularly will enhance out efforts to address elling and eutlone diversity issues, as well as our efforts to build collaborative relationships with public school agencies. All quadried individuals are encouraged to apply. Full time, tenure track appointment starting August 16, 1992. Review of applications will begin February 1, 1992. No applications will begin February 1, 1992. No applications will be occurred after July 15, 1992. Send letter of application, vita, and 3 letters of recommendation to: Professor Charles A. Peck, Ph.D., Search Committee Chair, De-

Partment of Educational and Quarks Psychology. Washington Soit Dismission Facilities. E. 1812 McLoughis Red Yang, Vancouver, Washington 1966, 830 is an AA/EEO educator and employ a bettered group members are encouraged upply.

upply.

Educational Theory and Practice Assumption of the University at Mental Inc. The Ohio State Ohio St

University, 127 App., 128.
Street, Columbus, Ohio 4320.

Education / Flementary: Wanter Gains tacks applicants for secure-tack technical associate level in Elementary Endo to associate level in Elementary Endo to associate level in Elementary Endo to undergraduate and graduas under for undergraduate and graduas under in Elementary Curriculum/Methods and Teaching of Reading, as well as particular trackers, and teachers or of student teachers, and teachers or of student teachers, and teachers or of student teachers, and teachers or of the following foundations of undergo the teachers of the students of the teachers o

Western Illinois University

Chairperson, Department of Media and

Politon: Department Chairperson, Mecha and Educational Technology, Pri-may responsibilities are to administer the department of 9 faculty and 9 staff; administer program in photography/media; administer courses in educa-tional computing, library science; develop the master's degree in educa-tional technology; oversee University's Satellite Education Network; manage the College of Education Electronic, Classroom and the instruction design enjoys for the College. The chairperson reports to the Dean of the College of

Rank & Salary: Rank appropriate to experience. Salary competitive, fwelve-

monh contact.

Quilifications: Required: Minimum earned master's degree plus thirty senester hours in a field related to the mission of the department, two or more years of administrative experience in a related area, knowledge of instructional development, a record of professional activities, demonstrated leader than and a vision for the utilization of the educational technology. Professional femnal degree, experience in teaching administering in higher education, eidence of writing/administering grants, and experience in the application

the University & Community: Western Illinois University is a regional state university with 13,000 students and is located in a community of 20,000. The community possesses all the advantages of a mid-sized university. It is located within easy driving distance of three metropolitan areas.

Ocadine: Screening begins after February 18, 1992 and will continue until posion is filled. Starting date July 1, 1992.

Send a letter of application, three letters of reference, vita, academic tran-krigs and other documentation of accomplishments to:

Dr. Donald L. Troyer, Chairperson Media & Educational Technology Search Committee Western Illnors University Maconth, Illinos 61455 1309) 298-1961

Western Blinois University is an Altironative Action, Equal Opportunity Employerstrongly committed to diversity.

ASSISTANT PROFESSOR

INTERNATIONAL

POLITICS

RELATIONS/COMPARATIVE

The Department of Government invites applications for a one-

year replacement position in international relations and com-

parative politics at the rank of Assistant Professor. Candidates

should be able to offer undergraduate courses and seminars

in European politics (Hast or West), European Integration, and either Theories of International Relations or Theories

of Socialism. Applications will be reviewed in February 1992.

Please send resumes to: Susan C. Bourque, Chair, Depart-

ment of Government, I.R. Senrch, Wright Hall, Smith

College, Box 500, Northampton, MA 01063. An Altiroia

ive Action/Equal Opportunity Institution. Minorities and

Smith

Women Are Encouraged to Apply.

on, innertita and three letters of recom-mention of placement file to Dr. Donald frome, Elementary Education Search Chai, white College, P. O. Box 614, Waste, Carlorula 90008, Pending budget speed, Coose Pebruary 14 or when filed EEUAA.

Educational Technology

ters of recommendation are required by a part of the application process. I maint will be usked to present a tession to a class. Missouri Southern is located in the scenic lake region of the Uzarks und is within less than two hours driving alstance to Tulsa, Oklahomia and within three hours driving distante to Kanvas City, Missouri Minuity applicants are encouraged to apply. Closing date is March 6, 1992. Missouri Southern is an Alliamatic Action, Equal Opportunity Employer.

the state of the country of the coun

The exarch will remain open until the positions are filled; however, applications that are submitted early are best assured of receiving full consideration.

A PRINCE

Besseland blues in the University of Southern Indians invites applications for a faminist position of Southern Indians invites applications for a faminist position of Southern Indians invites applications for a faminist position of Southern Indians invites application of Southern Indians invites application of Southern Indians Invites application of Southern Indians Invites and and Indians Invites application of Southern Indians Indians Invites and Indians Invites Indians Indians Invites Indians I

Employers:

Togineering: The Naval Postgraduate School (NPS) is seeking candidates for tenure trail builtims in systems engineering and enalysis to support interductionary instruction and research cuvering a broad rarge of engineering, analysis, and operations fields. NPS has formal Master's degree programs in antisubmanne warfare, cumuland. Control and communications, electronic warfare, space systems opprations and space systems engineering. The student body comprises U.S. and international officers of the military services and

federal civilians. Positions are at the senior Associate Professor and Professor levels. Successful candidates will have made significant contributions in an interdisciplinary field, including research publication. Qualifications include a doctorate and a serious interest in teaching at the graduate level while pursoing relevant applied research. Salaries and benefits are competitive. The Naval Postgraduate School is an Equal Opportunity Employer. Please send a résumé including references to Chairman, Search. Committee. Academic Oroups (Code CC), Naval Postgraduate School, Monterey, California 93943.

Engineering: The University of Teamstsee at Martin is one of four primary earphyses of The University of Teamstsee at Martin is one of four primary earphyses of The University of Teamstsee. It is located approximately 100 miles north of Mamphis and 145 miles west of Nashville. The campus has a combined graduate and undergraduate enrollment of 5,494. The emphasis of the campus is solidly on excellence in undergraduate instruction. We seek candidates who can demonstrate a similar commitment. All positions open until filled, commencing Fall 1992. Rank and salvary commensurate with qualifications and experience. Primse benefits. Assistant Professor of Engineering Technology and Engineering. M. S. degree in capacering. A spear experience and a commitment to obtaining Ph. D. required; doctorate in an engineering practice and/or engineering education preferred. Duties will include teaching a broad range of basic engineering courses and some upper division courses, curriculum development, recruiting, advising, and industrial reliations. The School of Engineering Technology and Engineering has Bachelor of Science degree programs in Engineering Technology.

LAKE-SUMTER COMMUNITY COLLEGE

Leesburg, Florida

Located less than an hour north of Orlando, we are a small college com-

FACULTY Fall 1992

POLITICAL SCIENCE/SOCIOLOGY. Able to teach traditional government courses and international relations. Duties will include developing and implementing credit travel and international programs. Master's degree with 18 graduate hours of prefix specific course work in political science. with a graduate fidure of prefix specific course work in political science and some completed graduate course work in a secondary teaching field, preferably sociology. Preference will be given to candidates with experience in international and travel based education. Previous college level teaching experience a plus.

ANTICIPATED OPENINGS

Fall (992

BIOLOGICAL SCIENCES/MATHEMATICS. Teach natural science subjects. Master's degree with minimum 18 graduate semester hours of prefix specific course work in biology and an undergraduate major or minor or some graduate course work in mathematics required. Previous college level teaching experience preferred.

LEGAL ASSISTING. Design, implement, coordinate and teach in a new associate degree legal assisting program. Law degree and member in good standing of home bar required. Previous college level teaching preferred.

Submit résume and transcripts to:



Human Resources Lake-Sumter Community College 9501 Highway 441 Leesburg, Florida 34788

An Equal Opportunity Institution Actively Seeking Minority Candidates

TRENTON STATE COLLEGE



ELEMENTARY AND EARLY CHILDHOOD EDUCATION TWO ASSISTANT PROFESSOR TENURE TRACK POSITIONS

The Department is seeking persons with strong research interests and outstanding teaching ability. Position A: Teach courses in child development. Position B: Teach courses that focus on Early Childhood Education. Both positions include the supervision of students in various practicum experiences at the graduate and/or undergraduate levelin programs for the initial preparation of teachers. On-site supervision of students in schools is a portion of the load. Required: Rarned loctorate and certification as an elementary school teacher. Experience in elementary school teaching. College or University teaching experience preferred. Salary is competitive and negotiable. The following credential packet must be submitted with the letter of application: vita, three recent professional references, a photocopy of your teaching certificate, a photocopy of your doctoral diploma. All materials must be received by March 1, 1992. Interviews begin in late April, 1992. Apply to: Leonard J. Tharney. Chairperson, Department of ELM/ECF, FH 368, Trenton State College, Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700. To enrich education through diversity, TSC is an AMEOE.

with disciplines in Civil, Electrical and Mechanical; all programs are accredited by TAC/ABET. Interested candidates should send letter of appointment, resume, and the names, position sities, and addresses of three references to Dr. Ottis Barron, Chair, Search Committee, School of Engineering Technology and Engineering, The University of Tennessee at Martin, Martin, Tennessee at Martin is an Affirmative Action, Equal Opportunity Employer. We are particularly interested in receiving rouning-tions of and applications from women and minority candidates. EEO/AA, Title IX, Section 504, ADA Employer.

Sentenced my Applied Sciences The George Control of Engineering and Applied Science, The George Washington, DC 20032. The G

English: Louisiana State University at Eunice seeks applications from qualified individuals for an entry level, tenure-frack position in English. A minimum of master's
degree in English is required with prior
teaching experience and a strong teaching
field outside of English desirable till graduate hours or more). Salary \$24,000-\$28,000
approximate Lotters of application and resumés (including names, addresses, phone
numbers of references) should be sent to
Dr. Stephen Guempel, LSUE, P. O. Box
11729. Eunice, Louisiana 70335. Deadline:
April 1, 1992. LSUE is an equal opportunity employer. Women and minumités are encouraged to apply. Section 30x. ADA Employers

Engineering/Applied Science: The George
Washington University, Visiting Professorships, Research Faculty, and Research
Staff positions, at juntor and senior levels,
are available in the School of Engineering
and Applied Science. The George Washington University starting Fall Semester
1992. The School of Engineering and Appited Science is organized into four academic de partments: the Department of Civil, Mechanical and Environmental Engineering; the Department of Electrical Engsering; the Department of Electrical Engsering; and Computer Science; the

English: Assistant Professor, tenure track, beginning August 16, 1992. Ph.D. by June, 1992, in English or American literature to teach four classes per semester, two in introductory and edvanced literature courses, two in composition or technical writing. Preferred areas: creative writing. is, Mechanical and Havirgamental Engineering, the Department of Engineering Management; and the Department of Contentions Research, Candidates are especially sought to teach and/or canduct research in the following areas: Artificial intelligence; Computer Candidates are especially sought to teach and/or canduct research in the following areas: Artificial intelligence; Computer Science; Computer Graphics; Computer Science; Information Technology Management; Information Tech

UNIVERSITY OF NORTHERN COLORADO

MONFORT EXECUTIVE **PROFESSORSHIPS**

Computer Information Systems, Finance, Management and Marketing

The Monfort Executive Professor Program in the College of Business Administration at the University of Northern Colorado is seeking candidates for Executive Professorships in Computer Information Systems (#2005.2), Finance (#2004.3). Management (#21000) and Marketing (#2008). A candidate must possess extensive, relevant, upper-level executive experience in the held and be a well-respected member of the business community. Preterence will be given to individuals with expenence in Total Quality Management or Itality Sch-Assessment Process. Each Executive Professor position will be an assistant professor in the assigned department, in a non-tenure track position.

The position entails effectively communicating lessons of the executive's business experience through (1) teaching undergraduate courses within the existing curriculiam, (2) potentially teaching courses of the candidate's own design in the area of expertise, (3) consulting with and advising faculty, and (4) an opportunity to write and do research.

The positions will be filled as soon as possible, but not later than August 1, 1992. Applicants should send a cover letter which addresses the applicant's qualifications, and a resumé which lists the names, addresses, and relephone numbers of ar least three references to: William 1, Duft, Jr., Dean, College of Business Administration, University of Northern Colorado, Greeley, Calorado, 80639

The University of Northern Colorada is an equal opportunity employer and invites applications from women and minorities.

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TRENTON STATE COLLEGE



DEPARTMENT OF MODERN LANGUAGES SEARCH EXTENDED ASSISTANT PROFESSOR

Treaton State College, a highly selective public college in suburbar central New Jersey, ten miles south of Princeton, one hour by rail to Philadelphia or New York City, invites applications for the Position of Assistant Professor of French/German or French. Assistant Professor French/German or Assistant Professor of French: A tenure-track position at the rank of Assistant Professor. Candidate must have Ph.D., native or native-like proficiency, and the ability to teach all levels of French language and literature, as well as all levels of German language. Salary competitive. Dendline: March 2, 1992. Send letter, resume and dossier to: Dr. P. Alexander Winkel, Modern Languages, Trenton State College, Hillwood Lukes, CN 4700, Trenton, NJ 08650-4700. To enrich eduction through diversity, TSC is an AA/EOE

BEHAVIORAL SCIENTIST

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Ph.D. with a liceuse in Ohio or liceuse eligible in Ohio to join the faculty of family practice center as Associate Program Director and Director of Beliavioral Science. Duties include reaching behavioral science to family practice residents and reaching interpersonal and interviewing skills to medical students. Demonstrated research skills are highly desirable. Individual and family counseling skills as well as teaching of the same are mandatory. Academic rank of Assierant/Associate Professor of Family Medicine at the Northeastern Ohio Universities College of Medicine (non-intured).

Letter of interest including resume should be sent to Dr. Donald A. Bosshart at the address listed below.

Donald A. Bosshart, Ed.D.
Chairman, Family Practice Search Committee
Director of Medical Education
Western Reserve Care System
345 Oak Hill Avenue
Youngstown, Ohio 44501
Phone 1-800-824-5228, ext. 4460

English: Instructor. Located in subustion Kanasa City, Johnson County Community College, with an enrollyment of over 15,000 students each semoster, anticipates two full-time teaching positions in the English department to begin August, 1992. Buch easily level position will teach primarily developmental writing and regular composition, possibly some illerature. Teaching load consists of 15 bours per sequester. Prior college teaching experience is required, preferably at a companity college. Formal

preferred). Responsibilities include super-vision of student-staffed writins center and promotion of writins in all disciplines. Ph.D. required in reteoric and composi-tion, with supplemental background in it-toriture. Teaching experience and knowl-edge of writing programs required, interest or experience in computer-based writing instruction desirable for fluture planning. Send letter of application, resume, three letters of recommendation (sent directly

English: Department Head. Master's de-pret with eighteen graduate semester hours in Snglish or ESL. Candidate smould have a minimum of three years' college leaching experience, and at least two years' admin-istrative experience, preferably in an exa-demic setting. Requires politiy to adminis-ter all department activities, supervise per-sonnel and articulate issues within and out-side the college. Salary range: \$34,000. \$42,000. Resumds must be received by February 11, 1992 at Broward Community College, Human Resources Department, 225 East Las Olas Boulevard, Ft Lauder-dale, Florida 3330f. Equal Access. Equal Opportunity institution.

English: Full-time tenure track teaching po-ation sturing August, 1992. Preference given to writing specialist with Ph.D. and



AFRO - AMERICAN STUDIES PROGRAM

Wesleyan University **MINORITY POST - DOCTORAL** FELLOWSHIP 1992 - 93

The Afro-American Studies Program at Wesleyan University myites applica-tions for its 1992-1993 Minority Post-rivatoral Fellowship. The Fellowship is intended to facilitate the transition from graduate student to professional. The recipient of this rellowship must have Ph.D. in band and have academic interests that coincide with the AFAM social science and lumination cornical artificial relationship of the expected to offer two courses, one each semister, participate in academic programs, continue individual research, and reside in the Middletown area.

The stipend for the academic year is \$30,000 plus housing and benefits. Interested candidates must submit a detailed research proposal, two preliminary course outlines, three letters of reference, and a curriculum vitae, by 17 February 1992.

The Fellowship will be awarded on 13 April 1992. All materials should be addressed to: Marshall Hyatt

Director Center for Afro-American Studies Wesleyan University Middletown, Connecticut 06:157

UNIVERSITY OF ALASKA SOUTHEAST

School of Business and Public Administration

ACCOUNTING: The School of Business and Public Administration of the University of Alaska Southeast Minimum requirements include master's degree in accounting in related field. CPA or other professional certification, and learning experience. Ph D im accounting or related field desirable.

Areas of leaching responsibility will include governmental accounting, advanced ac-counting, and auditing. Microcomputer interacy is exential and experience with a count-ing information systems and microcomputer accounting systems is desirable as a protes-sional experience in government, business, or a non-profit agency related to also sed-toaching.

Subnit a letter of application, corriculum vitae, and the names, addresses, and telephone numbers of three references to: Accounting Recruitment Committee, Schwol al Rusiness and Public Administration, University of Alaska Southeast, 11120 Clauter Highway, funcau, AK 99801; Telephone: 1907) 789-4402.

The University of Alaska is an altimative action, equal opportunity employer and reluca-tional institution. Women and minority candidates are particularly renuraged to apply Proof of U.S. critzenship or eligibility for U.S. employment will be required for employ-ment. Closing date is March 1, 1992 or until position is filled. Beginning date is August 1992.

CLINICAL GENETICIST POSITION

Clinical Geneticist: Faculty position available beginning March 1, 1992, at the Meyer Rehabilitation institute, the rehabilitation program for the University of Nebraska Medical Center. Within the large complex serving 3,500 new families and 25,000 individual visits is the Hattle B. Munroe Center for Hunnan Genetics. The genetics center provides cytogenetic studies, armiticentesis, clinical diagnosis, and biochemical genetics to individuals throughout the statute of Nebraska. The clinicians participate in clinics across the entire state and combined see approximately 1,000 patients yearly. We are scelling a clinical geneticist with emphasis on dysmorphology and some experience in handicapping disorders. Research interest is unlimited and research possibilities will be made available. The geneticist will be expected to participate in clinical services, to attend on Pediatric Wards, and to participate in statewide clinics. Academic Board certified/eligible in Genetics and salary commensurate with Academic Board certified/eligible in Genetics and salary commensurate with exportence and quelifications for further details and considuration, pleasu contact Dr. Bruce A. Buehler, Meyer Rehabilitation Institute, 444 South 44th Street, Omaha, Nebraska 68131; (402) 559-5233.

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

college teaching experience. Assignment includes geveral writing courses; Study of Language; and introduction to Literature. Tabor College is an evangelical Christian college affiliated with the Meanonine Brothers Church; faculty must be in sympathy with our mission. Send résumé and three reference letters to Dean of the Faculty, Tabor College, Hillsborn, Kanuss 67063. Position will be filled as soon as a satisfactory candidate is found.

English La Roche College, a Catholic col-iess of 1800 + students, seeks a generalist to teach composition, professional writing, and introductory literature courses. The candidate must have experience with, or interest in, Writins Across the Corriculium. A demonstrable record of teaching onci-tence is required along with an appropriate Ph. D. Four course load per senester. La Rocha College is located 10 miles north of Pittaburah, Submit letter of application and résumé by March 1, 1992: La Roche Col-tese, clo Pertodnel Department, 9000 Bab-cock, Boulevard, Pittaburah, Pernayivania 15237. La Roche College is an Equal Op-portunity Employer. Minorities are encour-aged to apply.

English: The University of South Carolina at Sunter invites applications for a tenure track position in English beginning August. 1992. Candidates should have a strong constraintment to teaching composition to traditional and non-traditional students in day and evening programs and teaching experience at the college level. Ph.D. re-

quired. Applicants should send a curricu-lum vinae to Professor E. Lee Craig, Chair. Division of Arts and Letters, USC-Sumter, 200 Miller Road, Sumter, South Carolina. 29150. Foreign nationals should indicate current U.S. immigration stutus. USC-Sumter is an Affirmative Action, Equal Op-portunity Employer. Deadline for applica-tions: February 28, 1992.

Postrion will be filled as soon as a satisfactory candidate is found.

Forglish: American Literature, any special interpretation of the control of the contr

sign) at candidate's expense.

Inglish Education: Assistant Professor, tenur ipack, beginning August, 1992. Ph.D. or Ed.D. required. Salary: Commensurate with academic qualifications and experience. Essensing responsibilities include English Education, Freshman Composition and Introduction to Liferature courses; possible student teacher supervision. Load: Tweive credits or outvalent per general conditions of Charleston and Consideration of Professional development, Counsiderations: Evidence of effective secondary and coffect teaching experience and promise of professional development, Counsideration in ESL courses helpful, Candidates must submit letter of interest, transcripts, résume and three letters of recommendation to Richard Beckham, Chair, Departiquent of Hagish, University of Wisconsin-River Falls, River Falls, Wisconsin-River Falls, River Falls, Wisconsin-Siver Salls, Wisconsin Salle of all commences and applicants, without differentiation, may be released following the closing date. UW-RF is committed to

Environmental Ingineering: Faculty Posi-

BULLETIN BOARD: Positions available

Foothill - De Anza Western Connecticut **Community College District** State University

Finabill-De Anza Community College District in the Sun Francisco Bay area is currently accepting applications for the following faculty positions for the 1992-93 scademic year: Danbury, Connecticut 06810 **Tenure Track Positions**

Asistina Instructor, First review date: 2/21/92. Announcement #92044. Ambropology Instructor, First review date: 1/22/92, Announcement #92011. 492055.
Artifictory Instructor, First review date: 3/1652. Autouncement #92055.

Artmoory Instructor. Open mull filled. Announcement #92031. Chicanoffian/Intercultural Studies Instructor, First review date: 1/21/92.
Announcement #92032. Cid Development Instructor. First review date: 2/14/92. Amontmeement

Computer Information Systems Instructor. First review date: 2/28/92. Au-Coordinator-instructor, Physical Therapy Assistant Program. Open until filed. Announcement #92005.

Desid Hygiene Instructor. Open until filled. Announcement #92027. ESI, Instructor. First review date: 1/21/92. Announcement #92031. French Instructor, First review date: 1/31/92, Announcement #92036. Geography Instructor, First review date: 1/22/92, Announcement #92035. Head Backetball Couch/Instructor. First review date: 3/20/92. Announcemeni #92054.

High Tech Center Loarning Disabilities Training/Instructor, Open until filled, Announcement #92019.

nor/Humanities instructor: Western Civilization and Humanities. Open until filled. Announcement #92003. Mathematics Instructor. First review date: 1/31/92. Announcement \$92040. Medical-Surgical Nursing Instructor, Open until filled. Announcement

Political Science Instructor. Open until filled. Automocement #92003. Program Director, Animal Health Technology, First review date; 3/10/92, Announcement #92050.

Psychology Instructor. Open until filled. Announcement #92000. U.S. History Instructor. Open until filled. Announcement #92021.

Applications and complete job descriptions may be obtained from: Employment Services Foothill-De Anza Community College District 123-15 El Monte Road

A resumé or vita may not be substituted for a completed application.

AA/EOE

TENURE-TRACK POSITION IN EDUCATION GRADUATE SCHOOL OF EDUCATION & PSYCHOLOGY PEPPERDINE UNIVERSITY

The Graduate School of Education and Page holegay of Pepperdime University anticipates. Englishment tack faculty position in education in September. The successful applicant of passes are armed doctorate and experience in teaching analysis administration. Application and should inform the superconduction of the professional publication, and to support student reason is and writting Apple and are estudit who electro-lowed in an urban university in a multi-cultural action. The Graduate School of Fuluration and Specificially is headquartered in West Cos Angeles and serves a discress student people for Messe's degree programs in education and action of administration and the doctorate in administration and the doctorate in administration and the doctorate in Application is benefit in the Cost of the

suscion in institutional management are officed
applications should include a latter of interest, a count uturn value, a statement that demon
state a consistent pattern of support of Christian values and the University's relevan,
open of secant publications, and names, additions and phone numbers of three toler
form, Send to F. Woodrow Hughes, Associate Dean, Cantinate School of Education and
Psychology, Pepperdine University Plant, 400 Computate Photo. Color City, CA 202 80.
Application review will begin March 1 and the position will remain open mail falled. Apple a
foos iron women, minorities, and persons with disabilities are strongly encouraged Pepp
putter is an independent Christian university under the control of a self perpetuating
board regards and is related to the Churches of Christ Pepps reline is an equal opportunity
templane.



Asst. Prof. In French, one year appointment, starting Fall 1992. Ph.D. or ABD preferred, but will consider MA with teaching experience as well. Native or near native fluency in French and English, strong commitment to undergraduate teaching. Send letter, vitae, dossier to Anthony Bascelli, Mod. Langfilt., Ithaca College, Ithaca, NY 14850. Applications accepted until position is filled. Equal Opportunity, Affirmative Action Employer.

four non-profit organizations: the African-derican institute, AMIDEAST, the Assa-tembellon, and the Experiment in Inter-cutional Living and the Experiment of Inter-found of Directors, the Executive Director a repossible for the management of HITS AID contract Salary: 160,000 per mann, Frant filling data: Pebruary 28, 1992, Applications and the Contract of Participal 1992, Applications and the Contract of Participal 1992, Personnel Department, Position (1994), 1997, 1998, New York, New York 1997, EDE, Phterapt only, Please of the Contract of Participal Participal 1999, 1998, 1999, 1998, 1998, 2019, 199

handle Director / Writing: Associated Wide Polycetor / Writing: Associated Wide Polycetor / Writing: Associated Wide Polycetor and uversee the openious of the national preparation for white and writing polycetor. Appeliates that have find-raising experience the encutive director has prunary responsibility for contributed funds; significant cuertance in the academy and literary

ASSISTANT DEAN

manities/Social Scien \$62,856-\$72,456/Yr Deadline is 2-21-92

DIRECTOR

ESL/ABE Instructor

\$28,094-\$46,637/Yo Deadline is 2-14-92

Excellent benefits! Call 714-564-6499 for

RANCHO SANTIAGO COMMUNITY COLLEGE DISTRICT Personnel Services 1530 W. 17th St. Santa Ana, CA 92706

.....

FLILLER THEOLOGICAL SEMINARY, School of Theology, seeks a Professor of CHRISTIAN FORMATION AND DISCIPLESHIP. Tenure-track; rank open. Requirements: Cluurch experience: experience in education, faith development, formation, developmental orientation, abilities to address issues from an evangelical theological perspective. Interests in research, and in development of PI, D. program in this area. Academic doctorate required. Desirable: Crosscultural, urban, or small church experience. Starling date: September 1, 1992, July description, available on request. Applicants should send curriculum victar to William A. Dymests, Dean, Sch. O Jakland, Pasadena, CA 91182.

t the Head of the Class Full Potential of All

Central California provides an outstanding educational environment. Minority instructors are in demand to provide a quality education to the area's exciting blend of students from a wide range of cultural, ethnic, and social backgrounds. We are aggressively recruiting women, minorities and individuals with physical disabilities to join our team at SCCCD.

List of positions we have available for Fall '92:

Fresno City College: Accounting, Business Administration, English, Administration of Justice, Respiratory Therapy, Speech/Forensics, Blology/Horticulture, Metal Fabrication/Welding, Electronics, Architectural Instructor, Theater Arts, Carpet Installation

Kings River Community College: Aeronautics, Biologyi Chemistry, Developmental Skilis

Filing Deadline: February 24, 1992

To find out how you can become a member of the SCCCD team, contact the Personnel Office at 1525 B. Weldon, Fresno, CA 93704, or call them at (209) 226-0720. Sinta Center Community College District Fresno, CA 93704 • 209/226-0720

SOUTHWEST MISSOURI STATE UNIVERSITY

Department of Health, Physical Education and Recreation

Physical Education: Assistant Professor, full time, tenure track. Doctorate required with all degree requirements completed by June 30, 1992. Major emphasis in Exercise Science Especied to teach primarily in the required program with opportunities available in the undergraduate and graduate level program. Priority given to strong evidence of research and scholarly publications. Salary is commensurate with qualifications and University guidelines.

commensurate with qualifications and University guidelines.

The University: Southwest Missouri State University is the second largest University in Missouri with the largest undergraduate enrollment of near 20,000 The Department of Health, Physical Education and Recreation Includes Physical Education, Recreation and Leisure Studies, Sports Medicine and Athletic Training, Radiography and Respiratory Therapy.

General Information: Springlish is a high growth, progressive, yet comfortable city of 150,000 and a metropolitan population of approximately 200,000. Located on the Ozark plateau, the day provides immediate access to numerous recreational opportunities afforded by the Missouri Ozarks and plentiful rivers and labors.

Applications: Applicants must submit a letter of application, vita, copy of all imnscripts, and at least three letters of professional references. Applications must be received by March 1, 1992, to be considered.

Dr. Peny F. Miller, Professor Health, Physical Education and Recreation Southwest Missouri State University Springfield, MO 65804; (417) 836-5370

Southwest Missouri State University is an ual Opportunity, Affirmative Action Employer

Fashion Merchandising: Temuro-track teaching position in fashion merchandising beginning August, 1992. Master's degree in fashion merchandising or related area required. MBA or Ph.D desirable: teaching experience preferred, Professional experience or fashion merchandising required. Application materials due March 1, 2022. Send resume, transcript, and three letters of recommendation to L. Gilles, Fashion Metchandising, CPS, University of Wisconsin, Stevens Point, Wisconsin S4481; (715) 346-4600. AA/EOE.

conso. Sevens round consolidation in filled.

Action Employer.

world, the ability to represent AWP nationally, and mentagement experience, including the preparation of budgets. Report to AWP Board of Directors Talewater Virginia area Salaty commentate with qualifications. We putterailly executate applications are particularly executate applications from women and macriles. Send letter of intent, returned, and three letters of recommendation (please provide phone recommendation (please provide phone recommendation). It was a substitute of the provide phone recommendation (please provide phone recommendation). It was a substitute of the provide phone recommendation, returned, and three letters of recommendation (please provide phone recommendation). It was a substitute of the provide phone recommendation, and three letters of recommendations, please provide phone recommendation (please provide phone recommendation). It was a substitute of the provide phone recommendation of the provide phone recommendation and the provide phone reco

related field, have experience as an intercollegiate forensics director or participant,
or experience as an interacholastic forensics director, and possess knowledge of
current intercollegiate forensics practices
and procedures. Submit résumés and intertetters of recommendation by April 1, 1992,
to: Dr. James B., Sayer, Chair, Department
of Communication, Wright State University, Dayton, Ohio 45435, WSU is an AAV
EEO employer.

WEST TEXAS STATE UNIVERSITY Division of Education

The Division of Education is seeking applicants for the following tenure track positions which will be available, except as noted below. August, 1992. Review of applicants will begin invaediately and will continue matil the positions are filled. The Division of Education is currently conducting a total re-evaluation of all phases of its programs. New faculty will be an integral part of the deliberations.

ELEMENTARY EDUCATION Assistant Professor (2 positions)
Earned doctorate preferred, ABD near completion considered; public achool teaching experience required and university teaching experience preferred; active participation in professional organizations at state professional, and national levels expected along with schoarly activity. Positions will involve undergraduate and graduate teaching, advising and supervision, field-based and induction year activities.

READING Assistant Professor

Earned doctorate in Reading preferred, ABD near completion considered;
public school teaching experience required and university teaching experience preferred; setting participation in professional organizations and scholarly activity expected. This position will involve undergraduate sod graduate teaching, advising and supervision, field-based and induction year activities.

SPECIAL BUUCATION Assistant/Associate Professor
Earned doctorate in special education temphasis in LD & assessment)
preferred, ABD near completion considered, Public achool teaching experience required and university teaching experience preferred; active participation in professional organizations at all levels and achounty activity ex-

Diffector OF Alternative Certification
Instructor/Assistant Professor position available July, 1992
Instructor/Assistant Professor position available July, 1992
The individual selected will be responsible for all aspects invulving the development and administration of an innovative alternative certification program. Doctorate in Teacher Education or Administration preferred, ABD near completion considered; public achool teaching/administration required, university experience preferred. Active involvement in professional organizations expected.

Please send letter of application and résumé (including names and phone numbers of at loss 3 current references) to:

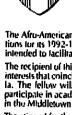
Dr. Brien Lotven Dr. Dratt Dovers Dean, College of Education and Social Sciences West Texas State University WTSU Box 208 nyon, Texas 79016-0208

tion in Geomorphology-Geohydrotosy at the Assistant Professor level. The successful candidate should be prepared to teach introductory seology, environmental seelogy, and engineering seology as well as the above orimany specialities. A Ph.D. is required and a commitment to understandant teaching is eigentist. The position will be open for the Pall, 1992 term. Closion date is blarch 13, 1992. Send resume, statement of teaching and research interest and nances of teaching and research interest and nances of at least three references to Philip Kehler, Department of Earth Science, University of Arkansas at Listle Rock, 2801 South University, Little Rock, Arkansas 72304. The University of Arkansas at Listle Rock is an Affirmative Action, Equal Opportunity Employer and actively seeks the candidacy of minorities and worsen. Under Arkansas law, all applications are subject to disclosure.

Graphic Design: Graphic Designer. University of Michigan, Associate/Assistant Professor, full-time, tenure-track appointment, September 1, 1992. Rank and salary commensurate with quantifications, MFA or equivalent experience required, teaching

فالأعراق والمراف المراف أندم ومضوا فيوار مستكامه كالمعران مستاه كالشور والمراف والمتعرب

or coffege teaching experience is required, preferably at a commanity college. Formal iralining in composition and retoric is desirable. A master's degree in English or retoric is required, a feet of the college is referred. A demonstrated undersunging of and commitment to the teaching massion of a comprehensive community college is required. Annual salary will be commensurate with degree and experience. Oceanoms benefit pockage. Summer teaching will be available. Completed application form is required. Review of application form is required. Review of applications will bear february 28, 1992. To receive an application packet send letter of application and vita to Human Resources, ICCC, 12345 College, Overland Paris, Kansas 66210. (913) 469-3877. Non-discrimination employer.



COMMUNICATION AND THEATRE ARTS: TECHNICAL DIRECTORDENCE Responsible for building a strong interactive technical program. Technical design for productions per year. Learly technical design cases and particular distributions which there is no production of the period of COMPUTER SCIENCE: Prime areas of interest are system software organ architecture, software employeding and database. Strong conditions of the case will be considered. Qualifications: Ph.D. in Computer Science or a new field. Combat CD. Buchard Jones. Associate Chair.

ENGLISH: Pall-time one year temperatif replacement Modern American to the specialist with expertise in Libral American literature in addition logical and undergraduate speciality convex successful candidate will lead to gain to not as full other lost libralistic controls. Par D. required. Contactly libralistic controls. Par D. required. Contactly libralistic controls. PSYCHOLOGY: CLINICAL PSYCHOLOGIST: Candidate should be propertion in 12 semester from a per semester and he able to teach undergate contracts in Child of Psychology. Child Psychology. Community Psychology, Student advising, coverage of evening classes and introduction by Psychology. Student advising, coverage of evening classes and contract of undergraduate internatina is also expected. This and tones in the experience required. Contact Dr. Norline Jaibert, Chair.

Fall, 1992

Rank and salary dependent upon qualifications. Send letter of application or thinn villar, three names, addresses, and telephone numbers of workelses and framescripts to appropriate contact person. Review of applications the March 15, 1992 (Computer Science, March 1), and will confine until posters filted.

Women and ininerities are encouraged to apply. An Equal Opportunity, Affirmative Action Employer

■ Chair, Black Studies ■

Senior appointment in Black Studies departmental an urban public University, 9/1/92. Responsible for additional hiring and curriculum development. Area specialty open; joint appointment possible. PhD, evidence of administrative experience suitable for a leadership role, and strong record of teaching and scholarship required. Send nominations and inquiries to: Chat, Black Studies Search Committee, Dean's Office, College of Arts and Sciences, University of Massachusetts at Boston, 100 Morrissey Blvd., Boston, MA 02125-3393. Applications will be reviewed starting March 5, 1992.

The University is an Affirmative Action/ Equal Opportunity/Title IX employer; women and minorities are especially encouraged to apply

University of Massachusetts Boston

JOHNSON STATE COLLEGE

DEPARIMENT OF BEHAVIORAL SCIENCES, ASSISTANT PROFESSORY PSYCHOLODY AND COUNSELING, full-time tenure track position by volving teaching and advising of undergraduate psychology major and graduate counseling students. This position will also induce a supervision of counseling interns; continued professional destinant, college/community service, and participation with coleding governance are expected. Qualified candidates should passes a carned Doctorate in Psychology. Counselor Education, or resulfield. Successful teaching experience in undergraduate psychology and/or graduate counselor education preferred. Interest and expense in carry development, cognition, and gender issues highly devalute. Review of applications will begin February 24, 1992. Application will be accepted until the position is filled. Please send letter of application, vita, and three letters of reference (with phone numbers) is

Ms. Jo Ann Lamore Staff Assistant
Staff Assistant
Office of the Dean of Academic Affairs
Johnson State College
Johnson, Vermont 05856

schieving diversity in its academic commu-nity. Women and minorates are encour-aged to apply.

Environmental Engineering: Faculty Position: The faculty of the Denartment of Civil
Engineering at the University of Dayton invites applications for one tenure-track position in the area of Frontenantial Engineering at the rank of Assistant Professor Appolicants must have a flachelor a degree in
Civil Engineering and a Doctoral Degree in
Civil Engineering and submitted in
The position requires teaching both understandate and graduate courses, develupment of an active research program, adviing M. S. students, and fluency in both spoken and written Health. The salary will be
commensurate with the background, experience, and qualifications of the camidate.
U. S. citizenship or permanent residency in
required. Pleave automit applications inrequired. Pleave automit applications including: statement of teaching and research
soult; résume; and the names, addresses,
and phone numbers of at least three references to Chairman, Search Committee. Department of Civil Engineering. University
of Dayton, Dayton, Ohio 45469-0243. To be
considered, applications should be pustmarked no later than February 28, 1992.
Anticipated varifing date is August 16,
1992. The University of Dayton is an adfunzative action, equal opportunity employer.

the position of Execular Durantish in y Director-al-Layar. The Whatsh is y Pirector-al-Layar. The Whatsh is expransibilities for realonal researched exprensibilities for realonal researched among and between the states of the gion, and with the USDA researches uperature in the region. During and easier spirities will relate to both rational airs shirities will relate to both rational airs spirities in an agricultural or relational piline, successful leadership exprised an alter agricultural experiment and equivalent agricultural research ensured the commence of the complex of the conference of the complex of the c

PHYSICAL THERAPY

Master's Degree Program

AND FACULTY POSITION

The College of St. Catherine

Recently developed entry level physical therapy master's degree grogram is relaapplicants for the position of Program Director of the College of St. Cutherlo, Rater's degree required; the forste degree preferred. Applicants must have stong exship and organizational skills with an ability to communicate and coordines is
everal different programs. Applicants should have experience in curriculum desigment, teaching, administration, and be tountion with physical heavy research
from available June 1, 1942. Responsibilities include recruitment and faring of addicafaculty members, planning for space and equipment needs, curriculum developer,
teaching and completion of the APTA accreditation process.

Applicants for quie-month taculty position must have a master's degre. In preferred, and a minimum of three years' climeablacademic teaching exprises he latent direct of experite methals: I clime al neurological rehabilitation of 2 instances has to the continuous and physical ments or 40 biomechanic electrotherapy and physical ments or 40 biomechanic electrotherapy. Porca would require student research advising.

All applicants should be eligible for Altimeson licensure. Ronk and salary comms surate with qualifications, educational background and experience.

The College of St. Catherine is a private college offering liberal arts, science, teets, cal and professional programs with campus sites in both Minacapolis and St. Pri. Graduate education includes organizational leadership, theology, occupational despoy, nursing and social work. The MFT Program is located on the Minacapols carps and is adjacent to the Riverside Medical Center which is known for innovative gon medicine, reliabilitation and acute-cure programs.

The beautiful Municipalis-St. Paul metro area has a wealth of cultural and mo-ational resources including takes, parks, theatres, sports facilities and numerously-cational institutions.

Interested applicants should send letter of application, curriculum vine saids: letters of reference. The position will remain upon until filled, but for best candaration, applications should be positionabled by April 1, 1992 to:

والمستحدد والمراجع المناز والمساوات والمساوات والمساوات والمساوات

The College of St. Catherine

FEU/AA

AMHERST COLLEGE

Associate Director(s)

of Development

QUEENS COLLEGE CHARLOTTE

FACULTY MEMBER/DIRECTOR **EXECUTIVE MBA PROGRAM**

Queens College in Charlotte, N.C., seeks a faculty member/director for its Executive MBA degree program. The position is half-time faculty and half-time administration.

Queen's EMBA Program was begun three years ago in response to community demand. Drawing heavily on the case method, the Program guides a class of up to 35 well-qualified managers through a two-year sequence of day-long classes that meet on alternating Fridays and Saturdays, starting each fanuary. The Program's two summers provide opportunities for international study, travel, and social omiects.

The successful candidate will provide leadership to a strong laculty, continuing to refine and improve the Program, will teach in the Program and in other business programs at Queens; will be prepared to form alliances with local business, making corporate calls for program support and student recruitment; and will direct a strong support staff that handles day-to-day management of the program.

Candidates must have an earned doctorate in business, specialization in management preferred, and strong preference will be given to candidates with experience in large corporations, either directly or through consulting

activities.

Founded in 1857, Queens College is a private, comprehensive college affiliated with the Preshyderian Church (USA). The College offers a coeducational, residential liberal arts program and several undergraduate and graduate evening programs for working adults. Queens is located in a pleasant, residential area of Charlotte, a lively and growing orban center and increasingly, the commercial and financial center of the New South.

Applications should include a letter of interest, a corriculum vitae, and the names, addresses, and telephone numbers of five references. Send applica-

Chair, EMBA Search Committee Queens College Charlotte, NC 28274

The College is especially eager to receive applications from minority and

Indiana University School of Nursing

An NLN accredited multipurpose, multicampus school offers the ASN, BSN, MSN, and DNS programs on eight campuses at population centers throughout indians. Tenure track with academic rank, twelve month positions. July 1, 1992 two administrative positions are available on the Indianapolis campus.

Chair, Department of Nursing Administration and Teacher Education

Associate Dean for Research Basic qualifications include: Doctorate, nursing major preferred. If doctorate is not in nursing, master's in nursing is required. Minimum of five years' university experience required. Ongoing involvement in own teaching and research/scholarship. Eligible for or itemsed as RN in Indiana. Quality for appointment as Associate or Full Professor.

Inquiries and letters of application with vita and names, addresses, and phone numbers of three references should be sent to:

Angela Barron McBride, Ph.D., RN, FAAN
Professor and Interim Dean
Indiana University School of Nursing
1111 Middle Drive
Indianapolis, IN 46202-5107
Phone (317) 274-3796, FAX (317) 274-2996

Minorities and men are encouraged to apply. Affirmative Action, Equal Opportunity Employer.

Graphic Design/illustration: Graphic Designer/Illustrator for Bast Coast research institute, rosponsible for creating and executing designs and illustrations for 150-200 projects per year ranging from recruitment prochures to casebound books. Requires seemeral and editorial fillustration skills rehaining to academic audior research-oriented subject matter. A variety of styles and techniques is preferred. Must be able to handle all phases of design and production shelding concept development, project design pranagament, type specification, camera-ready mechanicals, photo direction, paper and ink selection, Must have advanced skill is desktop publishing on MACHICK, using software products such as PageMakor, Adobe Illustrator, Adus Prechand, MacDraw, and SuperPain. Degree from recognized design college or institute. Pive years' experience with dealess studio, advertising agency or publications house. Sainary \$12,600/year. Scad resument of Connocation and Employances Development, 1700 Noris Eulaw Street, Room 212, Institutors, Marytand 21201; Job Order \$9149224.

Health: Instructor/Assisiant Professor/Assistant Instructor/Assisiant Professor/Assistant Professor/Assistant

nutrition, Teach undergraduate/graduate/courses in Nutrition; Community Health; Community Health; Community Health Education; special course work addressing current community health issues; Fieldwork Supervision, Salery commensurate with iraining/caperience. Starting September 1, 1992. Screening of applications will begin February 28, 1992 and applications will be excepted until the position is field. Send letter of application, via, official transcripts, three current letters of secommendation, related to the position to: Dr. Ben Wodi, Chair, Health Department Personnel Committee, SUNY Cortland, P. O. Box 2000, Cortland, New York 13045.

Health Education: Concord College, Atheos, West Virginia. Paculty position with primary teaching assignment in Health Education with the possibility of a partial essignment in Safety Education or Physical Education. Responsibility for developing a Health Education Program which can be submitted to the West Virginia Department of Education and the Board of Directors of the State College System by Saring Semester 1993. Doctorate in Health Education

and fink selection. Must have advanced skill in desixtop publishing on MACHEV, using software products such as PlaceMaker, Adobe Illustrator, Aldus Prechand, MacDraw, and SurperPain. Degree from recognized design college or institute. Five years' experience with design studio, advertising agency or publications house. Salivertising agency or publications as missing to the Arac Health Education Center (AHEC) scripting for a college Avenue, Suite 5

Normal lilinois 61761

Kaneas City, Missouri, Missouri center Director. ROV AHEC Office, in the content of the content Director. ROV AHEC Office, it can and elementary school love. Teaching the content of office and staff; assisting the Program Office in plannia, continuing, and evaluating AHEC activities; and development of office and staff; assisting the Program Office in plannia, continuing, and evaluating AHEC activities; and development of medical and other health educational institutions, and individual office and staff; assisting the Program office in plannia, continuing and evaluating AHEC activities; and development of medical and other health educational institutions, and individual office and staff; assisting the program administration; and emonastrated experience and leadership in health programs development, health programs development, health programs development, beach programs administration and demonstration of bealth programs development, beach programs administration of bealth programs development, beach programs administration of bealth programs development, beach programs administration of South Tax as seeded. Eligibility for faculty appointment at the University and ability to special on Requires and and Recreation Department, it is not the programs administration of South Tax as a special of the staff of the programs administration of South Tax as a preference to the above position, Salary pescitable. Position is focated in the Ro Grande Valley, Refer to Job Number No-NCOSO. Interested applicates to the showe position, Salary pescitable, Position is focated in the Ro Grande Valley. Refer to Job Number No-NCOSO. Interested applicates to the showe position and within three hours driving distance to the showe position and recreations in the Ro Grande Valley. Refer to Job Number No-NCOSO. Interested applicates to the showe position and within three hours driving distance to the showe position and programs of the program of the p

DIRECTOR OF AUDITS

The University of Virginia seeks a Director of Audits. Reporting to the President, the Director of Audits will oversee a long range of comprehensive audit programs which includes financial, operational, programmatic, and compliance audits of all University and Medical Center departments, activities, and systems. The Director will plan and direct all technical and administrative functions, ensuring adherence to professional audit standards. The Director of Audits supervises three audit managers, one senior EDP auditor, senior and staff auditors, and an executive secretary. The Director will provide technical expertise and advice to the Audit Committee of the Board of Visitors, President, and senior management regarding current developments in accounting, auditing, and tederal and state regulations.

In accounting, suditing, and tederal and state regulations.

Candidates should have a Master's Degree in Accounting or Business Administration with significant auditing experience at the supervisory or management level. CPA or CIA certification required. Experience should include the auditing of diverse operations and complex computerized systems and the responsibility for overseeing the administration of audit projects and communicating audit results to senior management and board members. Knowledge of administrative and financial operations in higher education and medical centers desirable. Strong interpersonal and communication skills required.

Applications and applications will be received with the possible in

Applications and nominations will be received until the position is filled and should be sent to:

Director of Audits
Office of the President
University of Virginia
P. O. Box 9007 Charlottesville, VA 22908

The University of Virginia is an Equal Opportunity, Affirmative Action Employer

THE UNIVERSITY OF TEXAS AT ARLINGTON

Director of Personnel

The University of Texas at Arlington invites applications for the position of Director of Personnel. The University is located in the heart of the Dallas-Fort Worth Metroplex, with a student enrollment in excess of 25,000 and approximately 3,800 employees.

approximatery 5,000 employees.

The position requires extensive human resource management experience in progressively responsible management positions. Demonstrated successful experience and/or knowledge in each of the following areas: recruitment and employment; employee relations; compensation and classification; personnel records; training and development; benefits; and employee assistance services. Demonstrated analytical ability, oral/written communication skills, program planning experience, and leadership ability.

A Bachelock Dense in Human Parameter Management Planning A linear Parameters.

A Bachelor's Degree in Human Resource Management, Business Administration or related area is required. A Master's Degree is strongly preferred. To receive full consideration, credentials, including a letter of interest, resume, salary history, and names of three references should be received by February 21, 1992. Submit to: Vice President for Business Affairs, UT-Arlington, P. O. Box 19119, Arlington, TX 76019.

HEARTLAND COMMUNITY COLLEGE

Heartland Community College is seeking an individual to develop a career ladder program in nursing. As illinois' newest community college, Heartland is interested in developing a career ladder program encompassing the nursing assistant, practical nursing, and associate degree nursing prodeveloping the cumculum and seeking state approval, position responsibilities include teaching, faculty recruitment, developing a learning lab, and selecting clinical sites. Potential for an administrative position is possible.

A master's degree in nursing is required along with 2 years' experience in clinical nursing and 2 years' experience in nursing education. A strong understanding and commitment to the concept of career laddering in nursing and experience in curriculum development are essential. Review of applications will begin on March 3 and will continue until the position is filled. Submit letter of application and résumé to:

jeny weper Vice President of Instruction Heartland Community College 1540 E. College Avenue, Suite 5 Normal, Illinois 61761

Amherst College invites nominations and applications for two Mot Cift Officer positions in the Office of Alumni Relations & Development, reporting to the Director of Development.

Primary responsibilities will conter on identifying, involving, and plaremary response mitters will conter on identifying, involving, and pas-ning solicitations and strategies necessary to socure large gift boo individuals. Each officer will be a key aromater of the developmentam which will collularate in the planning and implementation of An-burat's emerging major gifts program. Daties may include responsibily for organizing special land-raising projects and other assignment in support of the Office of Alumni Relations & Davelopment and all involve frequent contact with alumnit heaters, faculty and College off-cags.

Qualifications include, several years of progressively responsible dest-opment experience, or equivalent experience in subsenerabiles of size cational leadership; strong interpersonal and communication skills as the ability to work independently and creatively with establish guidelines. The successful conditates must have a clear understanding and appreciation of the role of the private liberal arts college and a commitment to its intestor. Travel will be required.

inquiries, neuninations and applications (which should include a current réaumé and the names and addresses of three references) should be sont to: Stophen R. Birrell, Director of Development, Box 2220, Ambert College, Amberst, MA 01602-5000. Applications will be considered until the positions are filled, with appointment as soon as possible. Amhorst College is an Equal Opportunity, Affirmative Action Employstand encourages women and minorities to apply.

rograms and is one of four departments in the School of Public Affaira and Services. Send letters of application, curriculum vitae and sames of three references by March 12, 1992 to Chair, Search Committee, Department of Health Services Administration, Florida International University Is a member institution of the Sinte University is a member institution of the Sinte University System of Florida and is an Equal Opportunity. Affirmative Action Employers.

Washington 99004-2490. Actobes:

History: Classical and ancient historiar chaeslogy. Tenure-track assistant publication of the partial publication of the partiment-coordinated scenario education world history program. Upper during the program of Health Services/Medicines Director of Student Health Services, Eastern Washington University is a coepina applications for a six-month, 50% time, position realistic of a six-month, 50% time, position realistic March 1, 1992 through August 11, 1992. Position will be twelve months, 100% time bestiming September 1, 1992. Responsibilities: Start-up and overall management and operation of a comprehensive student health services program, and for ensuring a high quality of health care and health educations: Experience in the development of multi-disciplinary health programs to treat complex health problems of young adults, experience in the management and fixed management of a multi-disciplinary health team; M.D. from an accredited medical school; licensed in the State of Washington; at least 2 years of documented experience in the practice of medicine with college-aged attudents. Board certified or eligible in a primary care specialty; specialty training and documented experience in amanaging a multi-disciplinary approach to assessment and ovaluation of drug and sicundol problems, and in reproductive and family planning concerns. Experience in the medical assessment of college-aged students, experience in the disposals and treat psychophysiological problems of young adults, and adults. Documented experience in the disposals and training concerns. Experience in the disposals and training experience in providing bedeation to individuals and groups in drug, alcohol, IIIV. pariment of riskers a Wooden in La Crosse. Wooden in La Crosse. La Crosse. Wooden in La Crosse. All materials must be received by March 23, 1992. Alphabetical last of monitores and applicants, without differentiation, may be released following dealer. Woupen, minorities encouraged to appl. AAEOE.

Women, randomes and state College, Department of History, Nurth Adams State College, Department of History, Publical Science and Geography, invites applications for a sequence of the Instructor or Assistant Professor led the Instructor or Assistant Professor led Generalization and upper level courses in Moriel College and upper-level courses in Moriel College and upper-level courses in Asia, schalar research, student advising, department and upper-level courses in Asia, schalar research, student advising, department and upper-level courses in Asia, schalar research, student advising, department and upper-level courses in Asia, schalar research, student advising, department and upper-level courses in Asia, schalar research course of Moriel College, Course of Asia, schalar research course of the College College, Population of the College College, North Adams, Nurth Adams, State College, North Adams, Massachusetts 01247. An EEO/AA en Informatical College, North Adams, North Adams, State College, North Adams, North Adams, North Adams, State College, North Adams, North

BULLETIN BOARD: Positions available

DEPARTMENT CHAIR / PROGRAM DIRECTOR

Assistant Director Financial Aid

Ripon College is seeking a qualified and experienced Assistant Director of Financial Aid. The Position reports to the Director of Financial Aid and assists the Director with the processing and awarding of financial aid, the counseling of students and their parents and the administration of state, federal and institutional programs.

Requirements for the position include an appropriate undergraduate degree and at least one year of financial aid experience. Strong interpersonal, communication and supervisory skills are also required.

The review of applicants will begin February 17, 1992. The College desires to appoint an Assistant Director of Financial Aid on or before March 13, 1992.

Applicants should submit a letter of application and resume by February 14.

> Peter A. Michell Vice President for Finance Ripon College PO Box 248 Ripou, WI 54971

AA/EOE

RESIDENCE HALL DIRECTOR University of Wisconsin Oshkosh

The Residence Hall Director coordinates student/personnel ectivities in a hall of 200-600 residents. Responsibilities in dude: staff supervision and development, advising half government, programming, individual advising, admini-stration and a special assignment in an area of department-

Qualifications Master's degree and residence hall expedence preferred.

Salary \$18,882 (10 month appointment) plus apartment, meals and excellent fringe benefits. Some summer work is

Starting Date August 14, 1992

Application Process Send a letter of application, resume, and names of three references to:

Unda K. Johnson Assistant Director of Residence Life-Staffing University of Wisconsin Oshkosh Oshkosh WI 54901-8689 (414) 424-3212

Screening Begins February 25, 1992 Deadline for application is April 5, 1992

An alphabetical listing of all nominees and applicants, without differentiation, may be released following the closing date. Interviewing At the Oshkosh Placement Exchange, NASPA and ACPA.

OSHKOSH UW Oahkosh is an Equal Opportunity/Affirmative Action institution.

fisting The Federal Judicial History (iffer of the Federal Judicial Center has an opening for an Associate Historian/Assistant the Office provides historian devices the Judicial Pranch, the academic community, and the public Responsibilities include production of revearch and reference to the development of an archival profile in the companies of the history or the equivalent of the delivent of the companies and revealed development of the responsibilities in the companies of the history of the companies of the history of the federal manual oral and without within a companies of the history of the federal the data bases. Salary range to \$50,200 depending upon demonstrated availations and the companies of the participant of the federal field and experience. Civil Service mings is not required. All federal payermment benefits with cover lever hashlighting relevant earlier of recommendation. UAA is an AA 1900 to experience and qualifications, and the names of the college of the history of the federal form the UAA Personnel Office. New United States of the payer of the federal field of the payer of the payer of the federal field of the payer of the federal field of the payer of the payer of the federal field of the payer of

main open until filled LOE

thistory: Open University of Aliska Anchorage Iwo (2] entry-level, tenare track appointments effective August 17, 1997
Areas of concentration open Canadiates recisioning in any of the following are expectably enter traced to apply. Women's Stades, non-Western, pre-modern Rustern Societ, milicultural United States A countries pub destruction can be inhance from the U.A.A Personnel Office. We University Lake Prive. Anchorage, Abaka 9986, 1967, 788-4648. Review of application will begin March 18, 1992 and continue until the position is filled. Submit a letter of application, correction where and three letters of application, correction where and three letters of application. Correction where and three letters of application. Reform and Control Act of 1996.

EVALUATION SERVICES COORDINATOR

Institute for developmentally dis-abled individuals, 100 rolles northwest of Chicago in beautiful nerthwest of Chicago in beautiful Stephenson County, seeks profes-sional to conduct evaluations, psychometric tests, work adjust-ment supervision and rehabilita-tion counseling. This is a great upportunity for a career minded professional seeking advance-ment, benefits, training and a chance for creative development of services in a team environof services in a learn environ-ment. Send résumé with salary history lo:

MALCOLM EATON ENTERPRISES 570 W. Lanni Road Freepoil, IL 60555 FAX: 815-235-7180

HALL DIRECTORS Iowa State University

We are looking for motivated individ-tials, committed to diversity issues, to accept the challenge of a full-time po-sition giving leadership to realdence life programs in an undergraduate residence hall. Responsibilities in-clude supervising an RA staff, advis-ing half government, programming and publical badies, and assignment to a complex-level project.

BA and leadership experience re-quired MA and half stall experience preferred. Current solory 515,425 plus furnished apartment, board and ben-ent package for 10 months. Summer employment available.

employment available.
Interviewing at Oshkosh. ACPA and
MASPA. Submit a letter of application, ristume and three letters of reference to Patricia J. Robinson, Department Conditinator of Residence Life,
1214 Friley Hall, Ames, Iowa 50012.
Despitine: April 1 or until filled. AA/
1215.

ADMISSIONS COUNSELOR (12-MONTH POSITION)

SAN JUAN COLLEGE Farmington, New Mexico

San Juan College, a comprehensive community college located in Farmington, New Mexico, is searching for an Admissions Counselor. San Juan College is governed by a locally elected board and is mainly supported by local tax base which allows the college to operate with a high degree of independence. Enrollment has continually increased over the last several years.

The Admissions Counselor will assist in the development of student assessment, advisement and placement into educational program, assist in the development, monitoring and revision of the guidance and counseling outreach programs, develop student profiles to determine probabilities of program success for students in terms of ability, training, interest and personal qualities, validate appropriate student assessment instruments in relation to minorities and handicapped learners. Other duties include to coordinate the development of a plan for recruiting, selecting, counseling and placing stu-dents in all programs, develop and coordinate all new student orientation programs for the divisions and serve as the Foreign Student Admissions

Qualified candidates are required to have a Master's degree in counseling or student personnel, three years' professional experience in an educational setting, knowledge of current evaluation techniques and ability to interpret assessment instruments. Must support the community college mission and philosophy and have strong interpersonal, organizational and community skills. Professional counseling or admissions experience in a community college, counseling minority students, knowledge of crisis intervention skills and experience in orientation programs coordination are preferred.

SALARY: Up to \$28,000 commensurate with educational background and work experience.

STARTING DATE: March 15, 1992.

SELECTION PROCESS: Applicant must have on file a college application, résume, transcripts and three letters of reference to be considered. Top applicants will be notified by the screening committee for interviews. Please apply by February 14, 1992 to:

> San Juan College Personnel Office 4610 College Blvd. Farmington, NM 87402 (800) 232-8327, Ext. 215

San Juan College is an Equal Opportunity Employer.

FLORIDA INSTITUTE OF TECHNOLOGY

Director of Undergraduate Admissions

The director of undergraduate admissions is responsible for develop-ing and implementing the marketing/recruiting plan for the undergradu-itin achools/college of the university. The director reports to the vice prinsident for student affairs.

professiont for ecuant effects.

Floride Institute of Technology is the only independent technological university in the Southeast. Located on the east coast of Floride near the Kennedy Space Conter, this highly selective University provides a wide range of undergraduate, master's and doctoral programs to over 8,000 students.

The successful candidate will meet/exceed the following requirements:

Moster's preferred in appropriate field of study.
 Outstanding record of progressively, goal-oriented, successful achievement in the field of undergreduate recruiting.
 Demonstrated expertise in marketing, advertising, demographic

analysis.

Demonstrated expertise in statistical analysis and computer applica-

tions.

• Knowledge of and experience in international recruiting.

• Commitment to quality management and teamwork.

• Demonstrated ability to work with all segments of the university

community.

Outstanding communication skills (writing and speaking). Admissions experience in technological preferred.

preferred.

Initial screening will take place in March and on-campus interviews for inalists will be held in early April, 1982. Preferred start data is May, 1992. A completed application will include ourrent resume, letter of interest, and three (3) letters of recommendation. Selary and frings benefits are competitive, commanaurate with experience.

Contact: Dr. Richard A. Hudeon
Dean of Students & Cheir of Search Committee
Florida Institute of Technology
Florida Institute of Technology

F.I.T. is an EEO/AA employer

structur. Will have 3-2 course load, and will be expected to teach introductory courses truelerably modern in South Asian history and in Japanese history, probably one senester of each. The other three courses will be up to the individual's interest. A completed Ith D is not required, but teaching experience is desirable. Send letter of the course of

 ${f T}$ he most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.



THE CATHOLIC UNIVERSITY OF AMERICA

DIRECTOR OF ACADEMIC COMPUTING SERVICES

ORDER #92-006

The Cutholic University of America is seeking applications for Director of Academic Computing Services. The selected cambidate will have skills and knowledge to provide leadership, inspire cooperation, and interact fruitfully with a diverse user population of students and lineuity from a wide variety of disciplines and professional schools; a critical understanding of the role of computing in the research and teaching activities of a university; technical experise in current computer technology, ranging from microcomputers to mainframes, and including networks and distributed computing; good oral and written communication skills. College degree required. Graduate degree highly desirable. At least 5 years' experience in research and educational computing, or in support of end-user computing; 3 years or more management experience in a computer-related organization, preferably in higher education. Salary commensurate with experience. Submit letter of application, resume, and the names of 3 professional references to [ke Relacion, Employment Administrator. The Catholic University of America, Washington, D.C. 20064. CUA is an AA/EOE. Women and minorities are encouraged to apply.

College, an EOE, encourages women and minorities to apply.

History; Hampton University. The Department of History is seeking qualified persons to fill the position of chairperson and two faculty positions. Positions will be filled at the Assistant/Associate level and rare tenue-track. Paculty positions are in the area of African American history. Pb.D. required. Salary is gometility and congression of a diverse staff; and training, budgeting and administrative staff; and training, budgeting required. Salary is competitive and commensurate to qualifications and experience. Please send applications complete
with cover letter, three testers of recommendation, curriculum vitue and transcripts to: Dr. Mamie E. Locke, Assistant
Dean, School of Liberal Arts and Education, Hampton University, Hampton, Vingaints 25668. Interested candidates may
seek further information by calling (804)
727-5400. The search will remain open units
all positions are filled. Hampton University
is a private, coeducational liberal arts coltege located in southeastern Virginia. AA/
EOE.

History/Archives: Director of Oral History
Project. The position will direct the Oral
History Archives program of the United
States Holocaust Memorial Museum under
the supervision of the Director of Archives
and Library. The position involves extensive research and compacts to locate and
obtain oral test imunits from Holocaust survivors, rescuers, librators and witnesses
for addition to the existing collection; directing the production of new oral history
testimosies; the direction and supervision
of production consultants, interviewers, ar-

experience in supervision of a diverse staff.
The United States Holocus: Memorial
Museum is an Equal Opportunity Employer. Please send résumé and cover letter to
USHMM, Autention: Susan Orsenhouse,
Director of Personnel, 2000 L. Street,
N.W., Suite 717, Washington, DC 20036.

N.W., Suite 717, Washington, DC 20036.

History/Humanities: Cominuing full-time faculty position in history and inter-disciplinary fumanities to begin August. 1992. Responsibilities include team-tsushr courses exploxing humanistic value questions through analysis and response to the arts. Specialization open, teaching areas to include Eurone, a son-Western field, U.S. Qualifications: doctorate for near) in history, strong commitment to student development of abilities in a liberal arts setting and to collaborative work genors disciplines to develop curriculum. Send application, a one page philosophy of education, curriculum vitus, official transcript, and livee letters of recommendation to lames L. Roth, Chair, Arts and Humanities Division, Alverno College, 3401 South 39th Street, P. O. Box 343922, Closing date: March 35, 1992. Equal Opportunity Employer.



RULLETIN BOARD: Positions available

Director of the Advising Center

SAN FRANCISCO STATE UNIVERSITY

Candidates for the position should have an earned doctorate in an appropriate delibert for the position should have an earned doctorate in an appropriate delibert form an accredited institution; a history of administrative achievement and effectiveness in an advising unit; experience with and sensitivity to the needs of a highly diverse urban student population.

needs of a highly diverse uroan student population.

Application Deadlina: Norninations and applications should be in the form of a letter with names and addresses of all least four references, a professional resure, and a brief philosophical statement reflecting the applicant's educational and administrative philosophy. Review of applications will begin March 1, 1992 and continue until the position is (illed. The duties of the position will commerce at the beginning of fall semester, 1992.

ions and supplementary materials should be forwarded to:

Chair, Search Committee, Director of Advising Office of the Dean of Undergraduate Studies San Francisco State University 1600 Holloway Avenue San Francisco, California 94132

MICHIGAN STATE UNIVERSITY

Applications are currently being accepted for several full-time residence Mapositions at Michigan State University for the 1992-93 academic year.

lifepoillons at Michigan State University for the 1992-93 academic year. Complex Directors administer a community/student development program in complexes of two to three residence halls totalling 800 to 1200 students. Responsibilities include supervising 4 graduate and 16-24 undergaduate staff, programming, advising, student government, educational discipline, counseling referral, staff selection and training, and working on departmental committees. A master's degree in College Student Personnel or related field or equivalent combination of education and experience, plus one to two years of full-time residence hall experience is required. Base salary is \$21,097/12 months plus furnished apartment and meals. This is a ten month position with some opportunities for summer employment.

Reident Director Positions
Reident Director Positions
Reident Directors have the same responsibilities as Complex Directors in one half of 500 students, supervising 1 graduate assistant and 8 Resident Assistants. A master's degree in College Student Personnel or related field or equivalent combination of education and experience, plus presious professional residence half experience is required. Base salary is \$19,0002 months plus furnished apartment and meals. This is a ten month position with some opportunities for summer employment.

Program Assistants ossist an area director in areas of 2500 to 5000 students. Responsibilities include coordinating RA recruitment and selection, coordinating area-wide training for hall staff and student groups, saving area judiciaries and consulting on programming. A BA/BS degree and previous professional residence hall staff experience are required. Base salary is \$15,504/12 months plus turnished apartment and meals. This is a ten month position with some group group of a summer.

meals. This is a ten month position with some opportunities for summer

rings benefits include health, dental and life insurance and eligibility to smight in other benefits. Full-time staff may take five credits per knester and are eligible for in-state tuition rates. After one year of milinuous employment, tuition is waived for up to five credits per knester.

oppucations
kithyn K. Stepanovich, Assistant Director for Personnel and Recruitment, Department of Residence Life Office, G63 Wilson Hall, East Landing, Michigan 48825. Include cover letter, resumé and two letters of intence. Will be interviewing at the Oshkush Placement Exchange, and at ACPA and NASPA.

Indicatoriks: The Koch Distinguished Indisorphip in Law and Economics, Uni-orthy of Kansas. The Schools of Law and Brides: the University of Kansas seek in the position of Rock Distinguished in the position is filled EPAA Employer.

in the position is filled EUNAA Employer
Learning Disabilities: Assistant Professor,
tenure fracts position. Sidem College, a
small liberal arts college for women, seeks
a faculty member to teach both undergadtitle and graduate courses in learning disshifties. Requirements include earned doctorate in learning disabilities or special
education, certification or eliability for
certification in North Carolina in learning
disabilities, and reaching experience in the
public schools. Additional experties in one
or more of the following areas is desired,
research, secondary English, or
educational psychology. Interested persons should subrint a vita, graduate transcripts, and three letters of reference to Dr.
Discothy Russell. Sidem College, WinstonSalem, North Carolina 27108. Applications
will be accepted with the pusition is filled.
Salem College is an Equal Opportunity Employer.

Illurate: Mand of Media Serveces—super-

RE-ADVERTISEMENT

Computing and Information Services

Associate Director for Networking and Telecommunications

Southern Methodist University, Dallas, Texas

This position is responsible for the direction of staff who centrally support voice and data communication, including the fiber optic and copper cable plant and interfacing electronic devices attached to these networks. Maintenance support for peripheral devices attached to these networks, such as telephones, microcomputers, fax machines, and printers, when provided by the central services organization, is also included. Candidates must understand the operation of hardware and software for asynchronous, synchronous, and ethernet protocol networks, bridges, routers, private branch exchanges, and microcomputers and related peripherals. The position requires planning for the future of networking at major private University in the Southwest that desires to remain at the forefront in the use of these technologies for efficient and effective management and for the participation in the national research agenda through attaching to state and national networks.

During the next year, a new telephone system and cable plant will be

During the next year, a new telephone system and cable plant will be installed. Initially, major responsibility for this installation will be required as well as building a new department of telecommunication services. In addition, the campus backbone ethernet network needs further development and operational stability. Major liaison with University departments will be required as these networking systems develop.

partments will be required as these networking systems develop.

This position reports to the Director of Computing and Information Services. Initially, 10 people will report to this position with expected growth to about 16. Requirements include a degree in computer science or engineering or a closely related field with a master's degree or Ph.D. In one of these areas preferred. At least 10 years' related work experience is required with at least five of these m a management capacity. Preference will be given for applicants demonstrating University experience in like networking and telecommunication environments. Excellent oral and written communication skills are required as well as ability to work with other managers, faculty, and staff in a University environment.

SMU offers excellent working conditions, comprehensive benefits

SMU offers excellent working conditions, comprehensive benefits package and tuition benefits for employee and family. Please submit resume postmarked by February 24, 1992 to AD/Computer Search, SMU, Dallas, TX 75275.



SOUTHERN METHODIST UNIVERSITY

An Equal Opportunity Employer

University of

Massachusetts/Amherst **Assistant Manager of Financial Aid Information** Systems/Staff Assistant

Division of Academic Support Services Financial Aid Office

The Division of Academic Support Services seeks a Staff Assistant to serve as Assistant Manager of Financial Aid Information Systems. This professional will be responsible for assisting in the development and management of all Financial Aid Systems, including the installation, administration and quality control of IBM mainframe information management system and Novell Wide Area Network. Minimum Qualifications: Bachelor's degree plus 1-3 years' experience with maintrames and networked microcomputers to include programming and familiarity with fourth generation languages. Salary: Huring salary range: \$24,400-\$28,400 \$and a letter of application, resume, names, elaphone numbers and addresses of 3 current references so later than Fabruary 13, 1992 to: Search 28596, Employment Office, Room 167, Whitmore Administration Building, University of Massachusetts, Arnheral, MA 01003. The University of Massachusetts is an Affirmative Action/Equal Opportunity Employer

University, Lubbock, Toxas, Restaurant, Hotel and Institutional Management, Seeking applicants for a tenure track Assistant/ Associate Professor beginning September 1, 1992. Earned doctore to in hospitality or related fleki required. To teach undergraduate courses in one or moud of the following areas: Hotel Operations, Profit its Management and Computers in Hospitality, Responsibilities include teaching undergraduate courses, andear silvisian, departmental and university consultities. Responsibilities include teaching undergraduate and graduate courses, andear silvisian, departmental and university consultities. Responsibilities include teaching undergraduate and graduate courses, andear silvisian, departmental and university consultities. Salary countensult and professional research. Salary countensurate with qualifications. Research stipend available to accommend the consulting and stilling and solding for developing and implementing a college relations general and consulting and stilling specialist (B), Responsible for developing and implementing a college relations graduate coordinating all college relations graduate coordinating all college relations graduate courses. in Lubbock, on the South Plains of Texas. The semi-arid climate is excellent, with over 3.530 hours of sunshine samually. The sine-year-old Restaurant, Hotel and Institutional Management (R-HM) Program is housed in the national third largest College of Home Economics. RHIM has approximately 530 undergraduate students and 30 graduate students. The program was recently named one of the top programs in the country by "Nation" Restaurant Naws." Application deadline—March 1, 1992. Senul resume and there programs to Dr. Linda C. Hoover, Education, Nutrition and Restaurant/Hotel Management, Texas Tech University, P. O. Box 41162, Lubbock, Texas 79409-1162.

Human Resources: Recruiting and Steffing Specialist (A); Responsible for the recruitment, evaluation and selection of trainees for a munagement development program. Provide trainees with counseling and guidance, act as a lisaison to management regarding performance of trainees. Responsi-

and implemention a college relations strateay and coordinating all college relations activities. Recruit, evaluate and select trainests for a management development proarm. Responsible for attendioning the
relationship with Career Development Offiles, faculty and campus organization, and
for the development and placement of advertiscements and articles in publications.

Qualifications and articles in publications.

Qualifications or career development
field, interviewing apperience, strong communication skills, ability to work independently and exceptional interpretational skills.

To apply, please send letter and please to
Georgana D. Occhipinti, Mcliffe, Human
Resources, Area IM-VW. One Madison
Avenue, New York, New York 10010.

Interior Design: Tenure-track position in interior design beginning August. 1992. Master's degree in interior design or related field and professional interior design or related field and professional interior design experience designed. Application insterials due March I, 1992. Send résumé, transcript, sildes of design work, and three letters of recommendation to L. Office, interior Design. CPS. University of Wisconsin, Stavens Point, Wisconsin 54401; (715) 346-4600. AAROE,

Director of Athletics Hampden-Sydney College

Hampdon-Sydney seeks an experienced coach/athletics administrator to be Director of Athletics. The Director will be expected to provide leadership for the department, consistent with College philosophy, principles, and policies, and to be responsible for overall departmental operation, including intercollegiare, inframural, and other programs, as well as the management of all athletic facilities. In addition, the Director will coach and/or have direct responsibility for some other program within the department, deparding on responsibility for some other program within the department, depending on staffing requirements.

stalling requirements.

A mornher of the NCAA, Division III, and of the Old Deminion Athletic Conference, Hampden-Sydney is a residential college of 970 men located in a rural setting sixty-five miles west of Richmond. The Cullege, now in its 216th year, has a strong academic program and excellent athletic facilities. (There is no physical education curriculum.) It is committed to the concept of the student-athlete in a first-class, intercollegiate program and to the ideal of healthful and vigorous physical activity for students living in a residential serving.

The new Director should have an appreciation for, and understanding of, the role of arthletics in a selective liberal arts college and should be the kind of person whose life reflects those qualities and values that make the Director an appropriate model for young men.

Qualifications: Bachelor's degree minimum; coaching experience, prefera-bly on the college level; administrative experience highly desirable; strong organizational and interpersonal skills. Position available: July 1, 1992 (a twelve month position).

Salary: Competitive.

Applications and nominations will be accepted through February 17, 1992. Applicants should submit a letter of application, a resumé, and the names, addresses, and relephone numbers of four references. All should be sent to:

Lewis H. Drew, Dean of Students

Hampden-Sydney College is an Equal Opportunity, Affirmative Action Employer.

University of Arkansas for Medical Sciences

Director of Academic Computing

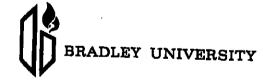
Reporting to the Assistant Vice Chancellor for Computing Services, the Director is responsible for planning, development, implementation and operation of programs and lacitities to support the academic computing [instructional, research and administrative] needs of the University in maintrame, mini- and micro-computer and networked computing environments. In conjunction with lacity, users groups, representatives of colleges and various committees, the Director assesses needs for academic computing and in conjunction with the Assistant Vice Chancellor proposes programs and facilities to address needs. LIAMS is a thriving academic health sciences center with colleges of Medicine, Nursing, Pharmacy and Health Related Professions. Area Health Education Centers and the Ciraduate School Enrofiment is 1,800 with 580 faculty. LIAMS has recently installed a computer lab and the LIAMS -Affiliates Network has Joined in the statewide ARKnet and Internet; is building a new Eye Research Institute, research and anatomy buildings; and is expanding the Arkan-Apokcants must have a barchelor's degree Hordisons assessings for the Arkan-Apokcants must have a barchelor's degree; Hordisons assessings for the Arkan-Apokcants must have a barchelor's degree; Hordisons assessings for the Arkan-Apokcants must have a barchelor's degree; Hordisons assessings for the Arkan-Apokcants must have a barchelor's degree; Hordisons assessings for the Arkan-Apokcants must have a barchelor's degree; Hordisons assessings for the Arkan-Apokcants must have a barchelor's degree Hordisons assessings.

sas Cancer Research Center.

Applicants must have a barchelor's degree; significant experience in academic computing and computing facilities; three years' experience in the management of personnel and programs relating to support for academic computing in an academic health sciences environment; and experience in cost/benefit analysis, proposal development and needs assessment for information systems. Preference will be given to candidates with an advanced diegree; experience in developing strategies and/or courses relating to health sciences education involving computer-based delivery and information systems; experience in developing programs to assist faculty in delivering courses dealing with computer interacy, medical informatics, hospital information systems or other related disciplines, experience in developing grant applications; and proven success in obtaining funding for academic computing.

Salay: Mid-540's minimum, plus a complete benefits package. Faculty appointment possible. Applications should be sent before Fe⁺: ary 26, 1992. to: Academic Computing Director Search Committee, Computing ^{*} ~ es Department, University of Arkansas for Medical Sciences, 4301 W. Markham, Slot 549, Jittle Rock, AR 72205.

UAMS is an AAVEEO Employer



Transfer Admissions Representative

Bradley University invites applications for the position of Transfer Admissions Representative. This full-time position includes traveling to community colleges, interviewing prospective transfer students, telemarketing, reviewing applications for admission, evaluating transcripts for transfer credit, campus visits and articulation programs, and assisting in developing publications. Strong presentation, organizational and communication skills are essential. A Bachelor's degree is required and previous admission experience is highly recommended. Experience to transfer of interview of the communication of the com highly recommended. Experience in transfer admissions is preferred. The salary is commensurate with experience. Send letters of interest. three letters of recommendation and résumé to: Angela Roberson. Associate Director of Eurollment Management, Bradley University. 1501 W. Bradley Avenue, Peoria, IL 81825. To receive full considerations, credentials should be received by February 21, 1882. Applications will be accepted until the position is filled.

Lists of the latest books of interest to Academe scholarly books and books about higher education ---

every week in The Chronicle.

ASSOCIATE DIRECTOR

Education Opportunity Fund Program

Manage student recruitment and summer program operation; develop linkages between E.O.F., other departments and the community-at-large; maintage statistical data to track student performance Working with the program director, plan and manage programs, supervise and evaluate staff, and prepare budgets and reports. Required: M.A. in Counseling Student Personnel Services or related field, and minimum 4 years experience in college-level administration of programs for disadvantaged and multi-Cultural students.

Minimum starting salary: \$33,419,95

William Paterson College, on a 250-acre suburban campus 20 miles from New York City. Is an accredited state college offering 50 undergraduate and graduate programs. WPC is an affirmative action/equal oppor-

Please send resume and supporting materials by February 18, 1992 to:



Chair, Search and Screen Office of Minority Education
WILLIAM PATERSON **COLLEGE**

Drawer DD Wayne, New Jersey 07470

Athletic Director COE COLLEGE

Coe College seeks applications and nominations for the position of Director'd Athletics. The Director reports to the Vice President for Academic Affairs and Dean of the Faculty and has responsibility for the College's Athletic program. Specific responsibilities inclinite hirting, supervising, and evaluating the workd coaches and athletic stall, plauning and administering the program's budge providing marketing, fund raising, and public relations for the Athletic Department; directing the department's efforts in recruitment of student athlets, overseeing compliance with NCAA College, and Conference rules; conducting the use of athletic facilities; and coaching one or more varify sports. Coe is a very selective, constructional liberal and college, located in Celar Rapids, IA. Founded in 1891, it has a Phi Beta Kappa chapter and embla approximately 1,250 students. Coc offers 11 men's sports and 9 women's sports, all of which compete at the NCAA Division III level Coe is a founding member of the Midwest Athletic Conference.

Candidates should have the following qualifications at least the Mater's degree in an appropriate field, a minimum of five years' experience is an administrative or coaching position, a thorough knowledge of Division is rules and an understanding of the role of athletics in a liberal arcs college and of values that gives priority to a carterile achievement; strong organizations, communications and interpersonal skills, a clear commitment to equip in athletic opportunities for men and women; a record of success in recording student athletes, and experience in fund raising and marketing Some preference will be given to applicants with experience at a private college of university. Coe is particularly interested in receiving applications from words

The position, available July 1, is a 12-month, administrative appointment with competitive salary and fringe benefits. Candidates should submit a letter of interest, a curriculum vitae, three letters of recommendation, and the name, addresses, and phone numbers of five admittional references to: Athletic Diector Search Committee, Office of the Dean of Faculty, Coe College, Cedar Rapids, IA 52402. All materials must be received no later than 28 February.

Coe College is an Affirmative Action, Equal Opportunity Employer

International Relations: The Futition Screence Department invites applications for a full time tenure track position at the assistant professor level to begin Fall 1992. Primary competence should be in International Relations with accordary competence in at least one of the following subficients: Comparative Area Studies, International LawOrganization, American Fineign Policy. Opportunities also exist to teach interdisciplinary and honors courses. Conditions will be expected to continue the department a tradition of teaching excellence and make apparative research countable tons to their field. Ph.D. strongly preferred. Applications should be reserved by 15 April 1992 and should contain continue the department of the professor of the professor in the professor 15 April 1992 and should contain curriculum vilae. Iranscripts, letter of application, addresses and phone numbers of three references, writing samples or publications, and evidence of successful teaching Send materials to: Chair, Search Commistiee, Department of Polatical Science, Duquene University. Pattsburgh, Pennsylvania 15282-1705. EO/AA.

Italian: Northwestern University. Evanston, lilipois \$0206. seeks a full-time lecturer in Italian. Two-year contract beginnens September 1992. Teaching and coordination of language classes. Native or nearnative lialian. Decision on January 23 or subsequently. AAFOE. Northwestern University actively seeks the applications of women and minority candidates. Hiring is contingent upon eligibility to work in U.S. Contact William Paden, Chair, Department of French and Italiam.

lournalism: Tenure-stack Assistant Profes-tor position starting Fall 1972 at Marguette University. Ph. D. preferred. MATMS con-sidered Significant selevant professional experience required, Teaching experience beightle. Teach publication editings, design and graphics, visual communication. Com-

els for burgeoning programs embassias els for burgeoning programs embassias els for burgeoning programs embassias multi-track, interdisciplinary and andicatural majors. Pusitino contingent upos approval Send vita and teachinarceased photosophy statement postmarted February 14, 1992, tu: Dr. Stella Carls. Engine Search Chair. California State University. Search Aracros. Reib Vest Los Vallecinos Search Chair. California Syste University Son Marcos. California Syste. 86(19) 132-4050 Women and underrese sented groups snught.

as the University of Kansas seek as the position of Koch Disinguished bresses in Law and Economics. The successful conditions with hold a joint popolition of the product of the seek of the seek of the seek of the product of the seek o (619) 732-4030 Fromas Heater (1907) 182-4030 From Sented groups snught.

Law: The Toxas Tech University School Law is seeking refuures from persons inerested in teaching courses in Texas Promition, and Appellare Procedure. Province in Texas civil practice or teaching to presence in Texas civil practice or teaching is highly desirable. There is some feelility is highly desirable. There is some feelility in choosing course to complete the birth of the control of the complete of the personnel Committee, School of Law Texas and references should be sent to: Chair and references should be sent to: Chair and the complete of the complete

EDITORIAL ASSOCIATE

Biophysics

San Francisco State University seeks applications and nominations for the position of Director of the Advising Center. The university is a member of the California State University system and is a comprehensive institution of more than 28,000 students and approximately 1,340 full and part time faculty. It is located in a cosmopolitan urban setting and draws students from diversity has a strong ethnic, cultural, and socioeconomic backgrounds. The university has a strong combinent to affirmative action and encourages women, members of all ethnic groups, and people with disabilities to apply. The University of Minnesota is looking for an Associate to the Editor of the Biophysical Journal (BJ). Qualified applicants should have a Bachelor's degree and at least five years' experience in managing a scientific journal. Specific knowledge of the lief of Blophysics is highly desirable. The person in this position will coordinate e-mail, phone and mail communications of the Editor, Associate Editors and Editorial Board of BJ with authors and referees, complie statistics and reports on BJ activities; assist in making up each issue and preparing mas for submission to the printer, and help represent BJ and its editorial policies to the scientific community. Submit resume and three listers of recommendation to Prof. Victor Bloomfield. Dept. of Blochemistry University of Minnesota. 1476 Gortner Ave., St. Paut, MN 55108 by February 28, 1992. The University of Minnesota is an Equal Opportunity Educator and Employer communications, and people with disabilities to apply, eithic groups, and people with disabilities to apply. The Director of the Advising Center reports to the Dean of Undergraduate Studies and is responsible for all matters perialning to the comprehensive seademic advising system on campus, included in the responsibilities for this position are program development, oversight and evaluation of campus academic advising services, including the Learning Assistance Center; development, management, and maintenance of the center's budget; and the recruitment, training, supervision and evaluation of staff. Qualifications include the ability of servit, work with, and retain a diverse set of professionals; to interact and work with university constituencies including the schools, departments and individual faculty to improve the quality of advising; and to represent the Addemic Affairs and Advising perspectives on university committees and to the Academic Senate as appropriate. Experience in conflict resolution at the informal and formal levels is destrable. Informal and control revers is observable.

We seek a director who has the practical and theoretical knowledge of how academic skills development is affected by cognitive and behavioral underpreparations as well as one who has experience working with faculty, staff, and students to develop academic skills and advising programs designed to improve the performance of all the student populations served by San Francisco State University.

UNIVERSITY OF MINNESOTA

REGISTERED NURSE

Direct health services program for college students in mid-sized university. Duties include direct patient care and deval-opment of educationally-ori-onied Health Services pro-grams. This is a 9.5 waskday, 12-monthyser appointment. Qualifications include 3 year clinical experience; work with young adults desirable; BSN preferred

gretores
Salary renge to mid-\$30's plue
excellent benefits including
comprehensive health insurance, free tuition and 22 days'
vacation; free on-campus
housing swilable. Please forward résumés to Health Servlose Department/CH, 200 Wilfoughby Avenue, Brooklyn, NY
11205. An AAVEGE.

PENNSTATE



CONTINUING EDUCATION DIRECTOR OF MARKET RESEARCH DIRECTOR OF MARKETING COMMUNICATIONS

Penn State, a leader in worldwide continuing education, seeks to broaden its audience and range of services through innovative programming using a variety of delivery methods, including traditional classroom seminars and workshops, independent learning and telecommunications.

Two senior marketing positions are available. Persons in both positions will work closely with the Associate Vice President for Program Development to create and direct new marketing units for Continuing Education.

DIRECTOR OF MARKET RESEARCH

The successful candidate should have experience in the entire market research process, including problem definition; research design; survey design; data collection, analysis and interpretation; and report writing. The individual selected will provide information to be used in making decisions regarding product and promotion mix, market segments, pricing, and overall marketing strategies. REPLY TO POSITION #C-2079.

DIRECTOR OF MARKETING COMMUNICATIONS This position requires an individual with strong advertising/marketing experience, excellent

communications skills, and familiarity with all aspects of advertising and promotion strategy and campaign creation. The person chosen will provide advertising and marketing support for Penn State's numerous delivery systems and locations. REPLY TO POSITION #C-2068.

Both positions require a degree, and a minimum of 5 years of effective experience.

Exciting opportunities await two individuals eager to help guide education into the 21st century. Send letter of application, resume, list of references, and salary requirements to: Employment Division, 120 South Burrowes Street, University Park, PA 16801.

PLEASE ADVISE AS TO WHICH POSITION NUMBER YOU ARE INTERESTED IN.

Applications will be accepted until Feb. 17, 1992, or until suitable candidates are identified.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

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EMORY UNIVERSITY Division of Educational Studies

Director/Educational **Policy Studies**

FOICY STUCIES

Finary University, Division of Educational Studies, invites applications and nominations to fill a position at the rank of Full Professor with tenure to serve as Director of the Division and to pursue reaching and research in Educational Policy Studies. The chief responsibility of this position is to lead a small but productive educational program in a private university as it seeks to play a major role in educational innovation, with special emphasis on the needs of diverse student populations. In pursuit of this aim, the faculty of the Division is committed to the training of a cadre of reflective classroom teachers, educational leaders, and educational researchers. In addition to providing creative leadership for the Division, the person occupying the position of Director will be expected to teach courses and guide research in the field of Educational Policy Studies, as part of a selective doctoral training program. Qualifications for the position include: (1) administrative experience in higher education; (2) a proven tack record in securing grant support; and (3) evidence of teaching and scholarship in the field of Educational Policy Studies, or in related fields, such as the political, economic, sociological, philosophical, or legal aspects of education. Salary competitive. Starting 1992 Fall Semester. Applications must include a complete curriculum virae, selected preprints and reprints of scholarly publications, and the names of three persons who have agreed to supply letters of reference. Preprints and reprints will not be returned. To insure consideration, applications and three letters of reference should be submatted no later than Professor Charles Strickland.

Professor Charles Strickland Chair, Director Search Committee Division of Educational Studies

Emory University is an Equal Opportunity, Affirmative Action Employer

ienvively with Library. Computing Services and other university personnel on evaluation and adoption of information technology. Media Services is also actively involved in several video network pilot projects. Media Services currently has a staff of 6 5 FTE positions and several student asvistants. The positions and several student asvistants. The position and several student asvistants. The position and several student asvistants. The position of computer technologies and is highly regarded on campus. Qualifications: A Mante's describe in Media Certolic Carole Melver, Administrative Capacity. East of the province of the position of computer technologies and is highly regarded on campus. Qualifications: A Mante's describe in Media Technology or related field. Minimum of Technology or related fie

ASSOCIATE DIRECTOR Hood Museum of Art

Assist the Director with the day-to-day management of an institution with a full-time staff of 22 and an annual budget of \$1.2 million.
Primary responsibilities include development and oversight of the
exhibitions and publications programs, grant writing, and supervision of several departments within the museum. Represents the
museum to outside agencies and individuals and acts for the Director in higher absence. Master's degree in Art history or
Anthropology with at least five years of museum experience; or the equivalent. Must be able to demonstrate writing and editing skills, and possess excellent interpersonal
and organizational skills. Review of resumes will begin on
March 15, 1992. Please send over killer and resume to:
Office of Human Resources, Employment Section,
Dartmouth College, Clement Hall, Hanover,
NH 33795.

some evening and weekend hours as assigned. Minimum qualifications: ALA accredited degree. One to three years of relevant expertence in the above areas, excellent interpersonal and writing skills, knowledge of bibliographic instruction techniques and practices. Desirable qualifications: second master's degree, preferably in the scioness. Permanent insure-track appointment, Personal interview required. Finalism(s) will be invited to campus. Position allery and the action of the property of

tie IX employer.

Library: Kentucky State University. Blazer
Library. Library vacanasy—Head of Reference. Available: February 17, 1992. Review of applications will continue until position is filled. Position: Responsibilities include coordinating and supervising general reference services, co-fine database searching, bibliographic instruction and collection development. Some evening and wockend work required. Qualifications: ALA accredited Master's in Library Solence; 3 years professional experience; demonstrated supervisory skills; experience in on-line database searching and library instruction; effective written and onlicommunication skills and ability to interest effectively with faculty, staff and students in a culturally diverse academic environ-

tion Institution.

Library: Head, Reference Services Department—Manages the Department which includes the Reference, Documents and Curriculum sections. Also manages the Reference Section on a day-to-day basis. Dutles include fialson responsibilities to designated faculty departments, reference de take assignments and fibrary instruction. Qualifications: Required—MLS from ALA-accredited library school program and five years fibrary experience, proferably in reference work with an emphasis on supervision of professional staff. Salary: \$10,000 malnium. One-year tenewable appointments (faculty rank under discussion). TIAA/CREP, 24 days' vacation plus siek leave. Medical, dental and insurance plans available. Send résumé and names and addresses of three references by February 28, 1992 to Search Committee, Reference Services Department, Calvin T. Ryan Library, University of Nebrasks at Kearney, Kearney, Nobrasks 68849-7000. An Alfirmative Action, Equal Opportunity Employer, it is the intent of UNK to hire only legal authorized workers.





THOMAS NELSON **COMMUNITY COLLEGE**

PROFESSIONAL COUNSELOR

TROMAS NELSON COMMUNITY COLLEGE is a comprehensive community college on the Virginia Peninsula. It is convenient to numerous historic and recreational sites. The college had a fall 1991 unreliment of 3 7,890 students and slightly more than 3,870 FTE's.

QUALIFICATIONS REQUIRED: Master's Degree in Connseling Psychology or Student Personnol work. Commitment to community collew philosophy. Minimum of two years of professional work experience in

QUALFICATIONS PREFERRED: Earned Doctorate in Counseling, Psychology or Student Personnel work. Certified as an NBCC or NBCCC Counsulor or Licensed as a Professional Counselor. Addity to lead and conduct small groups in a variety of human development areas. Addity to provide computent career counseling. Orientation to montal health issues and aperial student needs. Counseling expertence at the community college lovel.

may conego root.

DESCRIPTION OF DUTIES: Faculty ranked position as a Professional Counselor. Provide educational, personal and career counseling to students of the college. Provide initial academic intake assessment and academic advising to new and non-curricular students. Teach orientation, provide workshops and sominars in various disciplines. Provide counselor support to academic divisions. Provide of-compus advising, registration and recruiting services. Work as a member of crisis counselog to the counselogue.

SALARY AND RANK: Rank dependent upon qualifications and experience. Salary range for 12 months: \$30.850-\$40,876. (This is a full-time permanent position, filling is dependent upon 1992-93 funding decisions.)

APPLICATION PROCESS: A lotter of application, resume, personal copies of college transcripts, three relevances with current addresses and phono numbers, and a State of Virginia Employment Application must be received in the Personal Office by 5:00 p.m., Fabruary 25, 1992. Application packages are to be mailed to the following address:

Thomas Nelson Community College Personnel Office P. O. Box 8407 Hampton, VA 23670

A State of Virginia Employment Application may be obtained by calling 804-825-2728 or by writing to the above address.

THOMAS NELSON COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. MEMBERS OF ETHNIC MINORITIES AND WOMEN ARE ENCOURAGED TO APPLY.



Chief of Campus Police Search Reopened

Wellesley College, a leading liberal arts college for women in Wellesley, Massachusetts, is seeking a Chief of Campus Police to lead its 22-member police department. The Chief directs the department's daily operations, coordinates security needs with students and members of the Administration, conducts/supervises criminal investigations, implements crime prevention/awareness programs, interacts with local and state police agencies, and provides advice regarding police/

Candidates must possessa B.S. in business or law enforcement (or equivalent). Graduate degree preferred, and successful completion of a certified Mass. Police Academy (or equivalent), 8-10 years of progressively responsible supervisory experience in law enforcement - preferably in a college environment, demonstrated excellent interpersonal and management skills, and have a strong desire to work in a challenging, diverse,

Previous applicants' resumes have been retained by the Search

Please send cover letter and resume to: Patricia E. Basque, Manager of Employee Relations, Wellesley College, Wellesley, MA 02181 by 2/7/92.

WELLESLEY COLLEGE ESPECIALLY WELCOMES APPLICATIONS FROM ETHNIC MINORITIES AND WOMEN.

tibrary: ilead of Reference. Reports directly to the Director of Public Services, Responsibilities include supervision, training, and scheduling of reference staff with shared evenings/weekends reference desk coverage; ibbliographic instruction, including CD-ROMs/VTLS; computerized database scarching; budgeting; collection development and faculty linkton in reference and assigned subject areas. Qualifications include an ALA-accredited MLS, strong communication skills, and demonstrated ed toaching solity and knowledge of comtuter applications, particularly CD-ROM
LANs, preferred. Salary; \$28,000 minimun, depending on qualifications and experience. Twelve-month faculty appointment, 24 days' annual leave, 12 days' sick
leave; TIAA/CREF or VALIC; medical
and dental fasurance. Review of applications to begin February 24, 1992, and to
continue until a sullable candidate is selectjed. Possition to begin April 1, 1992, Sepd
letter of interest; résumé; names, addresscs, and telephone numbers of five professional references to: Nancy J. Broughton,
Director, Public Services, clo 15U Personnel Department, Campus Box 8107, Pocatello, Idaho 8209-8107.

Elbrary: Assistant Dean of Library Services, Responsible for management and supervision of the library. MLS degree from ALA accredited institution, minimum of Syears' progressively responsible library experience, demonstrated administrative cappability, and experience in library automation required. Strong written and verbal communication skills, on-line computer library center experience, experience in grant proposal writing and/or administra-

ing CD-Romsy TLS: computerized database scarching; budgeting; collection development and faculty litison in reference and assigned subject areas. Qualifications include an ALA-scredited MLS, strong communication skills, and demonstrated ability to work with a diverse community. Three years' reference experience and the ability to work with a diverse community. Three years' reference experience and the ability to surerviva and amongs the work of a library department required. Demonstrated teaching ability and knowledge of computer applications, particularly CD-ROM LANs. preferred. Salary: \$28,000 minimum, depending on quantifications and experience. Twelve-mooth faculty appointment, 24 days' annual leave, 12 days' sick leave; TLAACREF or VALIC; medical and dental fasurance. Review of applications to begin February 24, 1992, and to continue usual a suilable candidate is selection. Interest: returner: means of the professional references to: Nancy J. Ilbrarys. Control Section plans and direction interest: returner: many firms and selections comprising the Monographs Department. The Libraries are a member of SOLINET and use NOTIS for their local system. Responsibilities: The Head, Bibliographic Control Section plans and direction interest: returner; many firms and selections of the interest returners and supervision of the library. MLS kegree from ALA secredited Institution, minimum of 5 years' progressively responsible library experience, demonstrated administrative capability, and experience in library sutomation of the library. RES kegree from ALA secredited Institution, minimum of 5 years' progressively responsible library experience, demonstrated administrative capability, and experience in library sutomation of the library of the provision of the library exponsible in the provision of the library exponsible information stells; on-fine computer library capability, and experience in library sutomations and experience of the provision and service. Qualitic control and control and control and control and control

Director of Athletics Hampden-Sydney College

Hampden-Sydney seeks an experienced coach/arthletics administrator to be Director of Athletics. The Director will be expected to provide leadership for the department, consistent with College philosophy, principles, and policies, and to be responsible for overall departmental operation, including intercollegiate, intramural, and other programs, as well as the management of all athletic facilities. In addition, the Director will cust handon have direct responsibility for some other program within the department, depending on staffing requirements.

staffing requirements.

A member of the NCAA, Division III, and of the Old Domnion Athletic Conference, Hampden-Sydney is a residential college of 970 men located in a rural setting sixty-five miles west of Richmond. The College, now in its 210th year, has a strong scarlemic program and excellent while it facilities. (There is no physical education curriculum.) It is committed to the concept of the student-athlete in a first-class, intercollegiate program and to the ideal of healthful and vigorous physical activity for students living in a residential

The new Director should have an appreciation for, and understanding of, the role of arhitetics in a selective liberal arts college and should be the kind of person whose life reflects those qualities and values that make the Director n appropriate model for young men.

Qualifications: Bachelor's degree minimum; coaching experience, preferably on the college level; administrative experience highly desirable; strong organizational and interpersonal skills.

Position available. July 1, 1992 to twelve month pusition). Salary: Competitive

Applications and nominations will be accepted through February 17, 1992. Applicants should submit a letter of application, a resumé, and the names, addresses, and telephone numbers of four references. All should be sent to

Lewis H. Drew, Dean of Students Hampden-Sydney College Hampden-Sydney, VA 23943

Hampden-Sydney College is an Equal Opportunity, Affirmative Action Employe

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DIRECTOR OF DEVELOPMENT

College of Fine and Applied Arts

The University of Illinios at Urbana/Champalgn seeks a full-time development professional. The position will commence July 1, 1992. The Director of Development will report to the Dean and will be responsible for identifying, cultivating, and soliciting major donors; designing and implementing special campalgns for specific needs within the college, which involves both direct mail and telemarketing; conducting a comprehensive gift acknowledgment, donor recognition and stewardship program. Candidates should have minimum of 5 years' experience working with donors in a major arts organization and/or university, or other not-lor-profit corporation. Bachchur's degree required; Master's degree preferred. Salary is commensurate with qualitications with an initial appointment of five years which is renewable. In order to ensure full consideration, applications must be received by March 31, 1992. Send résumé and references to:

Dean Kathryn A. Martin, Chair College of Fine and Applied Arts University of Illinois 110 Architecture Bulkfing 608 Logado Taft Drive

The University of Illinois is an Affirmative Action, Equal Opportunity Employer.

Ing in a research or academic library; working knowledge of AACR2 and previous codes, L.C. classification, subject headings and authority files, MARC formats and a bibliographic utility, preferably OCLC; reading knowledge of one or more modern European languages; familiarity with shelf preparation techniques; evidence of supervisary potential through knowledge of management techniques; ability to work constructively with colleagues, to function well in a changing cavironment and to work effectively withough through the effectively withough a multi-library agesters.

Library: Coordinator of Reference Services (Reopened Search). Dynamic, urban aca-demic library seeks creative, encretic, flexible individual with strong public serv-ices commitment. Reports to Assistant Di-rector for Public Services. Manages daily operation, budget of main camnus library's peration, budget of main camps library's Reference Department. Cordinates, participates in deflevery of services; seneral reference, electronic information services, LUMIN, library instruction. With team of four other reference librariams, develops department collection, rolleces, procedures. Supervises support staff, student as sistents. Participates on team of librariams in development of P. 3. policies, procedures, planning. Library automation includes wide percess, W.I.N. based colling catalogy-firmination (LUMIN) linking four University of Missouri campuses. OCLC cataloging/ILL/references. INNOVACO acquisations, Affirmium requirements: ALA accredited M.I.S; strong oral/written communication skills; evidence of professional initiative; progressive attitude toward information services; ability to work in faculty/students; gualmum 3 years increasingly responsible library reference experience; successful supervisory experience; notion catalog, electronic laformation sources, biblioprophic instruction exportance, ontion catalog, electronic laformation continue catalog, electronic laformation sources, biblioprophic instruction experience, minute laformation in catalog, electronic laformation catalog, electronic laformatication

grage. Salary: \$25,000 minimum. Standard frings benefits. Low cost of living in lavely city. Application review in process, continuing until position filled. Send letter, resumt, names of three references to: Helen II. Spalding. Associate Director of Libraries, University of Missouri-Kansas City, \$100 Rockhill Road, Kansas City, Missouri 64110; (816) 235-1531.

6410; (816) 235-1531.

Library: Catalog Librarian, Missouri Newspaper Project (USNP)—Librarian I. Based on State Historical Society of Missouri in Columbia, Missouri. Examine uriginal newspaper copies, microform reproductions of newspapers at various sites throughout Missouri to establish bibliographic holdings, physical condition information. Edit existing OCLC records: create original OCLC records. Create. update Local Dela Records. Assist with local microcomputer database. Supplementing OCLC Assist in hiring, training, evaluation, continuing the chinical support of Library Clerk III. Minimum requirements: ALA accredited MLS: AACR2, MARC, cataloging, bibliographic utility experience; evidence of professional initialitye, creativity. Rexibility; able to drive average of 3 days/week. Preferred: Newspaper or other serial cataloging experience; knowledge of major Western European Inagungs other than English; strong communication skills; successful aupervisory & microcomputer database management software experience. One year renewable contract. Project Moded by NEH through March 31, 1993. ence. One year renewable contract. Project finded by NEH through March 31, 1993, with potential for extension. Salary. S33,000-525,000. Standard frings benefits. Application review to begin February 1, 1992 and to continue until position is filled. Send letter of application, resume, names of three references to: Helen 1f. Spatting. Associate Director of Libraries, University of Missouri-Kansas City. 5100 Rockhull Road, Kansas City, Missouri del (816) 235-1331. Must be a U.S. critzen or have legal right to work in United States.

Library: The University of South Florida Hasila Sciences Library seeks a self-moid valed. Rexible professional with strong communication and interpersonal skills for a position in a rapidly growing environment. The position will be responsible for obtaining external moding, researching potential areas for library development, and collection development/management. This newly created position offers an excline opportunity for the right individual who would welcome this type of challenge. Required: 1) ALA accredited MLS: 22 5 years academic medical library experience: 3) Extensive experience in collection development and management, including a

ences to. Kris Eckland, Caldonia Solt University Northridge, University Librat. P. O. Ross. 1289. Northridge, Caldest 91328-1289. Application deadler Mich. 27, 1992. AAPREO, Title IX, Section St. employer

knowledge of collection assessment methodologies and financial and preservation issues; 4) Demonstrated computer skills; 51 Supervisioner segment in Successful experience in securing external funding; 21 8-10 years' projessmal library experience; 10 Understanding of integrated library systems. The USE-HSC I throry supports the teaching and research activities of the College of Medicine. Nursing, and Public Health with a staff of 27 and a collection of 109,926 voluntes with 1,981 journal tiles. The Library is commuted to providing an automated environment for both staff and patrons through the use of microcomputers and related technology Salary: Minimum \$55,000; Rank University Librarian. Deadline for receiving applications; February 27, 1992. Send applications; February 3, 1992. The University of South Florida Health Science selections. nublication Candulates annous length teast three references to forward elegan or to the screening process as well as an active feeter with curriculum with an imanes, audievaev, and telephone under the crieference to. Dr. Adding Mills. Chair of Faculty Search Committee Chair of Faculty Search Committee Chair of Faculty Search Committee Chair of Labrary and Information Suffar 1842. Woman's University P. D. Benton, Teas 1869, Equal Opportunity Institution

Ubstary: Head, Public Services, Fairleigh
Dickinson University, Rutherford Campus, seeks a professional to supervise the circulation and reference departments; condinate budget allocation for book purchases; and participate in database searching Requirements. MI.S degree: minimum two years' experience. Excellent benefit parkage includes free tution for employee and eligible family members. Send recome and cover letter by February 19 to. University Employment Office, PC-8. Failingh Cirkinson University, 223 Mentitoss Avenue. Rutherford, New Jersey 07670. Equal Opportunity. Affirmative Action Employer.

Employer.

Linguivica-English as a Second Lapage.
Assistant Professor, tenury-mack, Again
1992. Doctorate in applied lapagest extensions of the latest field. Undergraduate and gradust courses in tinguistics, modern gazant, courses in tinguistics, modern gazant, letterature. Course offerings in Commental Latest Course offerings in Commental Latest Course offerings in Commental Latest Course of the gradual Latest Course of Application, caracters is deep the gradual Latest of Application and Course of the Gradual Latest Library: California Stota University North-ridge, Senior Assistant Librastan, Juli tune tenure track position Public Service, De-partment, Reference Unit. MLS from A.I.A accredited library school or equivalent. Salary range 356,468-157,964. Seed letter of application, resumé, and addresses and phona numbera of three professional refer-

RIJLLETIN BOARD: Positions available

CALIFORNIA STATE UNIVERSITY, LONG BEACH

California State University, Long Beach (CSULB), a unique urban university located in Southern California serving a diverse student population of more han 32,000 students at the undergraduate and graduate levels, is seeking applications for the following administrative position:

DIRECTOR OF PUBLIC SAFETY

Salary negotiable, depending upon qualifications

DUTES AND RESPONSIBILITIES: The Director of Public Salety reports to the Associate Vice President for Physical Planning and Lacilities Management though the Director of Public Salety Implementation. The Director of Public Salety sreponsible for providing service to the campus community and facilitating the educational process by planning, implementing, administering, and conditional process by planning, implementing, administering, and conditional process by planning, implementing, administering, and conditions for which the Director is responsible include comprehensive law enforcement, crime awareness, facility security, emergency preparedness, as well as liaison with external agencies and community organizations.

Well as no some value external agencies and community organizations. QUALIFICATIONS: Candidates for the position of Director of Public Safety at CSUB must possess at least 6 years of progressively responsible experience managing a public safety or law enforcement and safety operation and have the equivalent of an accredited four-year degree in a related field. An advanced degree is desirable.

The Director must be able to satisfy all minimum employment standards as established by the State of California on Peace Officer Standards and Training (POST) and by the Trustees of the California State University. The Director must also possess a POST Executive Certificate or complete the requirements for the certificate within the first year of employment.

FUNC DEADUNE: Review of applications will begin March 23, 1992, although the position will remain open until filled. Applicants are encouraged to apply as early as possible.

California State University, Long Beach Staff Personnel Services, SSA 3 15 1250 Belltlower Boulevard

Long Beach, CA 90840-0121

AA/EOD

ASSISTANT DIRECTOR

OF RESIDENCE LIFE

(Anticipated opening beginning June 1992)

Ritgers University Campus at Newark seeks an Assistant Director of Residence Life beginning Summer 1992. We seek a strong student development professional capable of creating a coherent multi-cultural

mmunity in a recently constructed residence on this urban campu-

This team member will be responsible for coordinating the undergraduate residence (348 students), including counseling, staff development, disdpline, facilities management and administration, hall government advisement, etc. in addition, she/he will work on campus-wide projects and programs as a member of the Dean of Students staff and co-direct

programs.

The professional we seek must be dedicated to his/her personal and potessional growth and be willing to constructively challenge and be challenged within our department.

Successful candidate should possess a master's degree in counseling addr student personnel (or related field) and have 1 - 3 years' live-in

all an urban institution preferred.

Salary is competitive and fringes generous for this 12-month live-in position. We will schedule interviews in advance of the ACPA Conference. Apply with vitae and references before February 21, 1992 to: Assistant Director of Residence Life Search Committee, c/o Mrs. Carmen McCoy, Circute of Residence Life Search Committee, c/o Mrs. Carmen McCoy, Circute of Residence Life Search Committee, c/o Mrs. Carmen McCoy, Circute of Residence Life Search Committee, c/o Mrs. Carmen McCoy.

Ofractor of Residence Life, 91 Bleeker Street, Rutgers University, University Heights, Newark, NJ 07102. Rutgers University is an AA/EOE.

THE STATE UNIVERSITY OF NEW JERSEY

evious experience in a multi-cultural envi

USE SPECIFIC IOB #587 WHEN APPLYING TO:

SCHOOL OF MUSIC UNIVERSITY OF ROCHESTER ASSOCIATE DIRECTOR OF DEVELOPMENT

EASTMAN

The University of Rochester's Eastman School of Music has an immediate opening for a senior fund-raising professional to be part of the University's \$375 million capital campaign, of which Eastman's divisional component is \$25 million,

The Associate Director's primary responsibility is to raise major gifts from individuals. Duties Include planning, budgeting and implementing all facets of the individual giving program. The position reports to the Associate Dean for External

Applicants should have several years of senior level professional fund-raising experience in individual giving, preferably in higher education or the music field. Applicants must have proven ability in securing gifts, in proposal writing, and in working with volunteer campaign leadership, Trustees and senior staff.

To apply, send a letter, resume, and references to: University of Rochester Personnel Department, Box 636PAS, 260 Crittenden Blvd., Rochester, MY 14642. Materials will be accepted until 2/14/92 or until the position is filled.

The Eastman School of Music of the University of Rochester is an equal opportunity employer (MF).

Development Officers DREXEL UNIVERSITY

is seeking to fill openings in the

College of Engineering. Development Officer is responsible for working with the leadership of the College of Engineering in planning and admission gall of its development activities. Reports directly to the Associate Verestrient and Director of Development Responsibilities include identifying individual and corporate/foundation major grit prospects and donors, admigrable on prospects and donors, bufependently and with leadership of the college; initiating, developing and conducting the preparation of prospect proposals, maintaining active caveload of prospects and donors: Budders degree and 3-5 years of development experience, preferably in higher eduction, required. Cased with a communication, writing and PR skills essential Salary commensurate with experience.

General Administration. Development Officer will work with the Selovice President for Administration in planning and implementing all development activities relating to the general administration of the University Report shillifes include identifying both individual and corporate/loundation some for major gift support of projects and programs including but not resided in facilities improvement and construction, university-vide computer motifition services, total quality management and the general operating need of the institution. Will maintain active caseload of prospects and donors, connate the development and preparation of proposals, visi, cultivate and solo prospects and donors undependently and with leadership, coordinate at knowledgment of gifts and maintain visibility at university functions are quired Bachelot's degree and 1-5 years of development experience preleably in higher education required

Send resumes and application letters to: Senior Vice President, Office of University Development 01-316, DREXEL UNIVERSITY, Philadelphia, PA 1910.
Affirmative Action, Equal Opportunity Employer. No phone inquiries will be

RUTGERS

Interiors and Languages. East Texas and University. Commerce, Texas 75429. ETSI, an AA/EEO employer, invites applications from all qualified persons and unsight encourages members of minorities to upply.

apped Linguistics invites applications for terminal residence and value for the second residence and value for the feet 1992, pending budgetary appropriate considers a primary interests that the considers are the consideration of referential seasons, discourse in the workplace fig. 1, p. 1992. Send letter, the consideration of whites reference by February 15, 1992 to Frofessor John Schman, 1992, p. 1992 to Frofessor John Schman, 1992, p. 19

Management: Assistant Professor in Man-stant Role Wittaley. The candidate sails are already sessarch orientation and their own factorized with faculty and their with lave ability to teach at un-demodate and graduate levels and pro-vice materials perducted students in pol-ty and statesy. In D or D B.A. is re-191, Send risease to Professor Michael Moch, Ell Broad College of Business. De-

partment of Managemens, Michigan State University, East Lauring, Michigan 48824. Michigan State University is an affirmative action, equal opportunity institution and is actively recruiting monority candidates.

Management: Nurtheastern State University, Tahlequih, Ohlshona, MBA or MS required. To 17 JBA preferred. Strategic Management, Production Operations Management.

Management Information Science: North-castern State University, Tablequab, Olda-homa MS or MBA required. Ph D/DBA preferred. See Business advertisement AAMOE.

Marketing: The Graduate School of Industrial Administration at Carnegic Meilon University is weeking applications from semant and jumps faculty for fenered or tenure-track positions in the Marketing Area beginning Fall, 1992, Interested candidates should tenud their returnes and research materials to Dean Robert S. Sullivan, GSIA. Carnegic Meilon University Philipagna 1921; Carnegic Meilon University is an equal opportunity, allimative action employer with a streng interest in identifying qualified women and minority applicants.



West Virginia University CONTROLLER Search Extended

West Virginia University seeks applications and nominations for the position of Controller to direct the accounting and reporting requirements of its \$310 million annual operating budget. The University, a land-grant institution which also serves as a comprehensive state university, is the only doctoral degree granting institution in the state. Enrolling 22,000 students in 176 degree programs, the University consists of fifteen colleges and schools and a comprehensive Health Sciences Center.

Duties: The Controller is responsible for proper processing and recording of financial transactions, for the preparation of all official financial reports. for establishing and maintaining systems of internal control and for stewardship of campus assets and fulfilliment of debt responsibilities. The Controller directly supervises a staff of 100 persons to provide accounting, student fee collections, payroll preparation, financial reporting, inventory, tax contract/grant management, and disbursement services to the Campus; the Controller also provides functional oversight and direction to the accounting and control aspects of all Campus business and financial activities.

Functions reporting to the Controller Include Accounts Payable, Bursar, Pay-roll, Budget and Cash Administration, Grants and Contracts Accounting, Fi-nancial Analysis and Reporting, General Accounting, Accounting Systems, Financial Archives, Insurance and Administrative Forms Supply.

Qualifications: It is expected that applicants will have a Master's Degree in an appropriate field, such as accounting, finance or administration and hold the CPA certificate: at least ten years' experience, with five or more in higher education accounting, preferably at the assistant controller level or above, at a land-grant or other state research university; an understanding of computer based accounting systems, tax laws, federally sponsored research accounting and auditing procedures; and strong leadership, interpersonal, and management stills

Salary: Salary competitive and consistent with qualifications Application Process: For full consideration, submit (1) letter of application f three references by February 15, 1992, to:

Dr. Ernest R. Goeres, Chair Controller Search Committee Controller's Office P. O. Box 6001 West Virginia University Morgantown, WV 26506-6001

West Virginia Liniversity is an Equal Opportunity, Affirmative Action Employer. Women and minority persons are especially encouraged to apply.

ASSOCIATE DIRECTOR OF ALUMNI AFFAIRS

An outstanding opportunity is currently available for an experienced, creative protessional with excellent interpersonal and communication skills to assume chief responsibility for alumni affairs at the Benjamin N. Cardozo School of Law.

N. Cardozo School of Law.

The Associate Director will report to the University Director of Alumni Affairs and work together with the Dean's Office to strengthen and capitalize on ties between the alumni and the Law School in the areas of admissions, piacement, and student life; coordinate all alumni activities in conjunction with the Alumni Association Board and membership; assist the Association in raising funds through the development of innevative programs and the coordination of reunions and other special events; design and develop publications.

A college degree is required. JD and/or previous alumni attairs experience preferred. Knowledge of computer databases desirable. A compolitive salary and benefits packages are offered. For immediate consideration, forward your cover letter and résumé, which must include salary history and requirements, in strict confidence, to:

Personnel Manager
YESHIVA UNIVERSITY
500 West 185th Street
New York, New York 10083

An Equal Opportunity Employe

Marketina required (will consider A.B.D.); business experience highly desirable, Assistant professor rask; palary competitive. Send letter of application, resume, three letters of reference, and transcripts to: letters of reference, and transcripts to: Marketina Search, Affirmative Action Office, Winona State University, P.O. Box 5838. Winona, Minnesota 55987-5838, Screening begins February 15, 1992. Will is an Affirmative Action, Tile IX. Equal Opportunity University. Women, minor managed to apply.

Mathematics: Simpson College Invites applications for a full-time tenure-track position at the Assistant Professor/Instructor
level beginning late August 1992. Ph.D. or
ABD in mathematical sciences required;
Ph.D. required for tenure. Preference siven
to candidates with emphasis in a spubled
mathematics, excellent communication
skills, and successful teaching experience.
Strong commitment to quality undergraduate education in a liberal arts environment
as essential. Send letter of application, vita
and three letters of recommendation to. Dr.
Wullam C. Dunnins, Chair, Mathematics
United Chair Mathematics
Department, Simpson College, 701 North
C Street, Indianola, lows 50125. Applications will be accepted until the position is
filled; review process will begin February
10. Sampson is an Equal Opportunity. Affirmative Action Employer. Women and
minorities are encouraged to apply.

manorities are encouraged to apply.

Mathematics: Georga Southwestern College, Department of Mathematics, Subject to budgetary approval, the Department of Mathematics supposed to the Mathematics expects to fill a tenure-track position at the assistant-professor level, starting September 1, 1992. The Department has batched degree programs in mathematics, mathematics education, and a master's degree program in mathematics aducation. The Ph.D. is required for promotion and tenure, but sphiciants with a clear prospect for completion of the degree in the near fourte will be considered. Strong commitment to teaching it essential. Candidates should set as letter of application, a résumé, and arrangs to have three kellers of reference sent to. Dr. John Stroyls, Department of Mathematics, Georgia Southwestern College, America, Georgia Southwestern College, America, Georgia 31709-4693; phone [912] 928-1645.

portunity Employer.

Mathematics: Paculty position, rank and anlary negotiable. Duties include teaching mathematics courses in the College Core Curriculum and in the major, involving suitents in research, and advising of freshmen. Ph.D. in mathematics or related field preferred. Master's required. College leaching experience desired. Arkamas College is an independent, church-related, four-year illboral arts college, with a \$12 million endowment and a strong ecademic reputation. Send letter of application, resumd and names and telephone numbers of three references to Professor Bert Holmes, Chair, Mathematics Search Committee. Arkansas College, P. O. Box 2317, Baissville, Arkansas 72503, Applications accepted until position is filled. AAFGOE.

Mathematics: Mercyhurst College, Muthematics: Camputer Systems Department.
The department invites applications for a ciate processor (contingent on funding) in the department of the processor (contingent on funding).

A Bulletin Board notice will

quickly put you in touch with the best prospects for the positions you have available.

Director Research Institute

The University of Dayton invites applications and nominations for the position of Director, University of Dayton Research Institute. The Research Institute annually conducts approximately \$40 million in sponsored research with a staff of 450 full-time personnel.

The University. The University of Dayton, founded in 1850 by the Society of Mary (The Marianists), is the largest independent university in the State of Ohio and the ninth largest Catholic university in the nation. The University of Dayton consists of four schools – Engineering, Law, Business, and Education - plus a College of Arts and Sciences. Total graduate and under-graduate enrollment is 11,000. The University's attractive campus is situated within a dynamic metropolitan area of more than 800,000 people and offers many cultural, recreational, and educational amenities.

The Research Institute. Established in 1956 as an integral part of the University, the Research Institute conducts both basic and applied interdisciplinary research primarily in engineering and the physical sciences. The full-time staff includes 300 professionals, augmented by 86 part-time professionals, 75 faculty, and 300 graduate and undergraduate students. The Institute, which ranks in the top ten of university DoD contractors, conducts more than 1000 projects annually, sponsored by government, business and industry.

The Position. The director of the Research Institute is responsible for the development and conduct of sponsored research programs in accordance with the University's teaching, research, and public service mission. This executive position provides leadership in policy development, short- and long-term planning, staffing and budgetary control, and the development and promotion of the University's technology transfer program. The director reports to the Vice President for Graduate Studies and Research.

Qualifications. Candidates for the position must have a distinguished record in research, proven management skills, demonstrated leadership, strong promo-tion and marketing abilities, and significant experi-ence with grants and contracts. U.S. citizenship is required and an earned doctorate is preferred.

Applications and Nominations. Applications should include a complete resume and a letter summarizing the candidate's education, experience, and related qualifications. Please submit applications or nominations by March 1, 1992 to:

Dennis Stafford Search Committee Chair University of Dayton Research Institute Dayton, Ohio 45469-0101.



The University of Dayton

The University of Dayton is an Equal Employment Opportunity, Affirmative Action Employer.

ence is desirable. A master's degree in muthamatics is required, additional graduate hours are professed, additional graduate hours are professed. An appropriate Ph.D. is required for tenure-track. Salery commensurate with qualifications. Applicants should submit a letter of interest, a resumé, and at lenst three letters of reference. Application review begins March 1, 1992 and continues until the position is filled Sand application materials to: Professor Diane Williams, Chaipperson, Department of Mathematics and Computer Systems, Mercyhurst College, Erie, Pennsylvania 16546. AA/EOE.

citate processor transferent. Teach twelve hours'semester in wide rugs of courses. Continuing scholarly activities, university and department service expected. Requires Ph.D. in mathematics, statistics or matheducation. Begin August, 1992. Send application letter, returned, transcriptst, here letters of reference to Dr. Jack Scheldt, Chair, Mathematics Department, University of Wisconsin-La Crosse, La Crosse, Wisconsin-La Crosse, Wisconsin-L

released after deadline. AAFOE.

Mathematics: instructor. Located in auburban Kansas City, Johnson County Community College, with an earotiment of over 15,000 students each semester, anticipates five full-time resultar, entry level, ninemonth teaching positions to begin August, 1992. Teach, variety of mathematics courses ranging from Fundamentals of Math to Differential Equations, Baccalaureate and master's degree in mathematics or math education and microcomputer skills required; doctorate in math or math

education preferred. Some experience leaching math in an academic setting required, preferably at a community college. Experience teaching via alternative methods of delivery preferred. Demonstrated understanding of and commitment to the teaching mission of a community college required. Salary based on degrees and relevant experience. Generous benefit package. Completed application form required. Review of applications will begin February 24, 1992 and will continue until position is filled. To receive an application packet contact Human Resources, JCCC, 12343. College, Overland Park, Kanass 66210; (913) 469-3877. Non-discrimination employer.

Mathematics/Statistics: Two tenure-track faculty positions in the Department of Mathematics and Statistics, open Fall 1992. Assistant professor rank; shary commensurate with qualifications and experience. Duties will include off-campus teaching. 1) Statistics. Responsible for teaching upperdivision and service statistics courses and undergraduate mathematics courses. Ph.D. in Statistics or Applied Statistics required: A.B.D. considered (Ph.D. must be completed by 1994). 21 Mathematics. Responsible for teaching undergraduate mathematics courses. Ph.D. In Mathematics or Applied Mathematics are priced from the statistics of Applied Statistics or Applied Mathematics required; A.B.D. considered (Ph.D. must be completed by September 1, 1993). Send letter of application, resume, three letters of reference, and transcripts to either: Statistics Search or Mathematics Search, Affirmative Action Office, Winons State University, P. O. Box 1838, Wigona, Minnestots 5987-838, Sereening begins March 10, 1992. WSU is an Affirmative Action, Title IX. Equal Opportunity University. Women, minorities, and disabled individuals are encouraged to apply.

DIRECTOR OF

TEACHER EDUCATION

Academic Coordinator Series

The University of California, Riverside prepares approximately 200 candidates yearly for service in California elementary schools, raiddle schools, and high schools. In addition to offering student teaching and intern leaching opportunities for the multiple-subject and single-subject teaching credents, the School offers programs of specialized preparation in bilingual education and special education. Through the work of its Comprehensive Teacher Education Institute, the School operates a professional development school approach to secondary teacher preparation in cooperation with the faculty and administration of a local high school.

The position covers the fiscal year (July 1 through June 30), with saley within the academic coordinator series dependent upon experience and qualifications. Starting date for the position is negotiable, with either a July 1 a September 1, 1992 starting date preferred.

Candidates wishing to be considered for the Director of Teacher Education

position are invited to send a letter expressing interest accompanied by a current vita. In addition, the candidate should solicit at least three letters or reference. Letters of reference which are submitted directly by the candidate will not be considered. All materials are to be sent to:

APPLICATION PROCESS

Professor Dan Donlan, Associate Dean School of Education University of California Riverside, CA 92521-0128 (714) 787-5228/(714) 787-3942 (FAX)

Persons seeking additional information regarding this position or who would like to make nominations regarding this position, should address their inquis to Associate Denn Dunian.

The University of California, Riverside, is an equal opportunity, administration employer and seeks applications from minority candidates and women, as well as from other qualified persons.

EXECUTIVE DIRECTOR

ASSOCIATION FOR SUPERVISION

AND CURRICULUM DEVELOPMENT

An unusually fine opportunity to serve as chief executive

professionals has provided and supported leadership in

The current annual budget of \$18.6 million enables the

115-member headquarters staff, supervised by the

The successful candidate will live in the Washington,

A negotiable salary in the range of \$150,000 plus

Northbrook, IL 60065-1414

Telephone: (708) 498-4988 FAX: (708) 498-5116

DC area, work from ASCD's offices in Alexandria. Virginia, and will be expected to build on the

Screening begins February 15, 1992; selection in March,

Plath, Nielsen, Rodgers Associates

Executive Director, to serve the members

organization's tradition of excellence.

April; reporting date July 1, 1992.

P.O. Box 1414

benefits; multi-year contract.

Contact: Dr. Kurl R. Plath

supervision and instruction through quality services and

officer for the more than 150,000 members of ASCD as they influence education in the decade and beyond. Since 1943, this international association of educational

Application Deadline: April 17, 1992

Director of the Robert C. Byrd **Institute for Government Studies**

Responsibilities:

Develop and direct local government center that offers academic programs in political science and publicadministration as well as legislative orientation and research projects for the state legislature and the state government. Will be involved in fund raising, program development and public relations. The appointment also involves part-time teaching.

Qualifications: Ph.D. in political science or public administration. Experience with local government highly preferred. Record of scholarship and administrative and teach-

ing experience necessary. Initiative to develop this

center is essential. Conditions Rank and salary dependent on qualifications. Position to start on July 1, 1992. Submit a letter of application, resume, and the names, addresses, and telephone numbers of three references by March

2, 1992 to: Robert L. Frey Vice President for Academic Life The University of Charleston 2300 MacCorkle Avenue, S.E. Charleston, WV 25304

The University of Charleston is an equal opportunity employer.

Director of Development

Fitchburg State seeks a director of development to plan and direct the College's annual fund-raising programs for alumni, parents, staff, corporations, and foundations.

This is an ideal opportunity for an experienced development professional. The college has had a consistent public relations and fund-raising effort over the past decade and is set to make significant page in the page.

The successful candidate will have a proven track record in college development. He or she will report to the vice president for advancement. Salary is competitive and commensurate with experience. Send letters of application along with a résumé to Mary Scott, Director of Personnel, Fitchburg State College, Fitchburg, MA (1132)



"The Uncommon Public College"

An Equal Opportunity, Affirmative Action Employe

Mechanical Engineerings University of Washington. Applications are invited for two coasible regular faculty positions to start at the beginning of or during the 1992-91 scademic year. The positions will probe by so at the rank of assistant professor, but might be at a higher rank depending on the qualifications of the applicant. One anticitated position is with the department's systems and dynamics faculty group and the other with the mechanics and materials group. Each group has a strong design emphasis. The systems and dynamics group has research programm are formed from the professor Richard C. Corlett, Department of Mechanical Engineering FU-10. University of Washington, Sestile, Washington, Sestile, Washington is an Affigurative University of Washington is an Affigurative stroup. Such a rough has a strong design emphasis. The yearness and selection of the Director of Education and the Education of the Director of Education and the Education of the Director of Education and Structural Education of the Director of Education in Structural Education of the Director of Education in Structural Education of the Director of Education of the Director of Education of the Director of Education of the Education of the Director of Educatio

Pittsburg State University **DIRECTOR, STUDENT CENTER**

The Division of Student Affairs Invites applications for the position of Student Center Director. The Director reports to the Associate Vice Prestdent for Student Affairs and will provide administrative leadership to a Student Center operation which provides a focal point for campus cultural and educational programs and services. The operation includes the University food service's cash and catering operation, building maintenance, ongoing renovation projects, building programming, and the University ticket office. The Director will directly supervise two Assistant Directors

QUALIFICATIONS: Bachelor's degree required, Master's degree preferred. Minimum of four years' experience with increasing responsibilities and super-visory experience in Student Center related operation. Ability to provide lead-ership in developing the Student Center as a local point for University pro-grams and services. Must have experience with related computer operations. Must have excellent verbal and written communication skills.

Salary for this twelve-month, non-hanure earning position will be commensurate with qualifications and experience, salary range \$27,000-\$37,000. Position to be filled by July, 1992. Women and minorities are encouraged to apply. For first consideration, applications are due February 15, 1992. Search will continue until the position is filled. Applications should include a letter of application, résumé, and names, addresses, and telephone numbers of three references to:

Dr. Kurt Czupryn Student Center Director Search Committee Student Affairs Office Pittsburg State University Pittsburg, KS 66762



ADMINISTRATOR

Cooperative Educational Services Agencu Chippewa Falls, Wisconsin

Applications are being accepted for Administrator of Couperative Educational Services Agency (CESA) #10, located in Chippewa Falls, Wisconsin. The administrator directs the implementation of couperative services for school districts and serves as the liaison with the Wisconsin Department of Public Instruction. Responsibilities include budgeting and fiscal management, staffing for CESA office and school district services, programming agency activities, policy development, installation of operational procedures and other responsibilities as directed by the CESA Board of Control. The position requires a comprehensive knowledge of Wisconsin school district administration, school business management practices, school district short- and long-range educational planning, supervision and communication. Candidates must be eligible for or luid a Wisconsin District Administrator (M or 05) certification and have had three years of local school district administrative experience. Experience as a principal, business manager, or an equivalent of these positions will be considered qualifying experience. Starting salary and benefits will be determined by the local CESA Board of Control. Contact Loe W. Hill, (608) 266-2189, Bureau for Personnel Services, Department of Public Instruction, P. O. Box 7841, Madison, WI 53707-7841, for special application materials. Deadline for receipt of completed application materials

chief academic and administrative officer of all of the School of Medicine and bas responsibility for instructional, research, service and patient care programs. EEO AA amployer. Please send letter of intent or nominations by May 1, 1992 along with supporting curriculum vitae to Dr. Victor Matukas, Chair, Dean's Search Committee, University of Alabama at Birniagham, 1919 7th Avenue South, UAB Station, SDB Box 27, Birmingham, Alabama 35294.

Museum Administration Assistant Director, Visitor Services. The Assistant Director, Visitor Services works under the supervision of the Director of Education of the United States Holocaust Memorial Museum. The position involves creation and supervision of all facets of the Museum's Visitor's experience; catabilishment of staff training and support systems, preparation of place for visitor ordentation; management of information desks including computers, staff and related metalegies, development of the Contraint of the Contra Museum Administration Assistant Director, Viator Services. The Assistant Director, Viator Services. The Assistant Director, Viator Services works under the supervision of the Director of Education of the United States Holocaust Memorial Museum. The position involves creation and supervision of all facets of the Museum's Viator's experience; establishment of staff training and support systems, preparation of plan for visitor orientation; management of information desks including computers, staff and related materials; development of health and safety procedures, accessibility to persons with special needs, chrolation patterns and evacuation procedures as well as the britant visitor procedures as well as the britant visitor procedures as well.

Music: The University of Guam solicits applications for the following lenure or non-tenure track positions (one., two., or three-year appointment): Assistant to Associate Professor (Music). The University of Guam is a U.S. accredited institution that serves the island of Quam and other islands in the Western Pacific region. University of Quam faculty salaries are competitive with those of the University of Hawaii and malor mainland universities. Dutles/responsibilities: voice/choral full-time position beatning August 1992. Teach studio voice, coordingte choral program, teach Introduc-

products

ainning August 1992. Teach studio voice, coordinate choral program, teach Introduction to Music. Additional course development possible. Interest in working with students in liberal arts environment and developing new Pine Arts degree program in music. Mindmum quadifications: ductorate and recent teaching experience required. Application process: submit audiovideo tape, curriculum vitae, three recent letters of reference, official graduate degree transcripts and unofficial copies of undergraduate degree transcripts, and completed job application is. University of Guam. Dr. Leonides Sarakatsannis, Music Search Committee, clo Pernoanel Services Division, UfOC Studion, Maneliso, Guam 96923. Aprilication deadline: review of applications will besin on February 15, 1992 and continue until the position is filled. For further information, call Personnel Services at 671: 734-916994935935 or call Dr. John Rider toll-free at 1-800-821-9233. EEO/AAE. Music: Duties: Teach applied plano and pl-ano, literature at undergraduate/erreduate levels; maintain active performance sched-ule; recruit plano majors. Responsubilities may include one undergraduate music liva-lory course. Qualifications: advanced de-arec in plano or equivalent in professional

Music: Ilhaca College, School of Music. Teacher/Performer of Volce. The libea College School of Music amounces shifting position for a teacher/performer of volce. The libea college School of Music amounces shifting position for a teacher/performer of voice to teach private leasons and reporter voice to teach private leasons and reporter voice to teach private leasons and reporter than the leasons and performance and the rountments are renewable up to the for your conditions, and the provinces a manifest of the provinces and the provinces and have collegiate-level peachages ence, and have collegiate-level peachages grant to barriones or mezzo-oppuna teacher to barriones or supportion to barriones or supportion to barriones or supportion teacher to barriones or supportion teacher to barriones or supportion to barriones or supportion

RULLETIN BOARD: Positions available

MOREHEAD STATE UNIVERSITY

Graduate and Extended Campus Programs DIRECTOR OF MSU/BIG SANDY EXTENDED **CAMPUS CENTER**

Morehead State University invites applications and nominations for the position of Director of MSU/Big Sandy Extended Campus Center beginning July 1, 1992. **Responsibilities:** Provides administrative leadership for planning and organizing the Center to meet The UCR School of Education is seeking to recruit a Director of Teacher Education within the Academic Coordinator series. Teacher service with the additional title of Lecturor in Education is also desired. We are particularly interested in applicants who have a strong interest to creative approaches to tencher education and who have experience in dresting college or university teacher education programs. Public school experience and a demonstrated record of successful work with teachers and administrators in local schools to essential. An Ed.D. or Ph.D. degree in a field related to the educational and service needs of the region; develops class

the educational and service needs of the region; develops class schedules; recruits students for both off-campus and on-campus programs; interacts directly with the Office of Admissions, Registrar, and Financial Aid in assisting both potential and currently enrolled students; serves as liaison with local, state, and federal agencies to marshal resources for enhancing and expanding the Center's educational programs; initiates, develops, and writes proceeds for expensive to supplement according posals for submission to external agencies to supplement academic and service programming at the Center; recruits qualified candidates for part-time faculty positions; and teaches 12 credit hours per academic year. Qualifications: Terminal degree, preferper academic year. **Qualitications:** Terminal degree, preferably in Education or Business, the two programs currently approved by the Council on Higher Education offered at the Center. Administrative experience in higher education. Knowledge of the region and experience in off-campus instruction. Commitment to developing and maintaining excellent relationships with institutions, industries, and human resources in the region served by the Center. Submit letter of application, resume, and references no later than February 26, 1992 to:

Office of Personnel Services Attn: Dir. Big Sandy MOREHEAD STATE UNIVERSITY HM101

Morehead, KY 40351 MSU is an EEO/AA Employer

Director of Admissions WESTBROOK COLLEGE

Westbrook College in Portland, Maine, seeks an aggressive and experienced Director of Admissions to lead the college's recruitment program. She/he will spervise an energetic and talented staff of five and work closely with mem-bers of the college's faculty and senior administrative staff in overseeing all areas of recruitment and admissions.

The successful candidate will have a solid record of fundivation and demonstrated achievement in admissions in higher education, superb skills in organization, communication, and marketing, an understanding of information systems and acapacity to evaluate and analyze data, knowledge of financial aid and its role in the college-choice process, and an atundance of energy, integrity, creativity, and intelligence. He/she should enjoy work and value success.

Westbrook College is a career-oriented liberal arts college offering baccalau-rate degrees in the liberal arts, health sciences, and bismess. Our new intercollegiate sports teams and recreation faculty enhance an active student life program. The college's location in Portland appeals to staff and students who value the high quanty of life in Maine, which combines ready access to ocean and mountains with the amenities of a vibrant small city.

nterested persons should send a fetter of application along with a resume and

Hotly Steele
Director of Fluman Resources
Westbrook College
Portland, ME 04103

Review of applications will begin on 17 February. The successful candidate will assume the position this spring

rible; begins August 24, 1992. Requirements successful piano teaching experience, excellence as performer. (2) Tenure-table or term appointment in studio flust each studio(class plano; begins August 24, 1992. Requirements; successful flute teaching experience, excellence in flust perfurants are and competence in piano pedagogy; General equirements; successful flute teaching experience, excellence in flust perfurants are and competence in piano pedagogy; General equirements for both; master's flusted of the college. Screening begins by any of the college. Screening begins by any of the college. Screening begins of the college of the college of the college of the college of the college. Screening begins the related arms (for non-music major and the related arms (for non-music major and the college). Screening begins to certification for num-music major and the related arms (for non-music major and the related arms (for non-m

and presentiate to tenure consideration and the entering that the configurate teaching experience of make theory. Department includes four diffuse and 19 part-time faculty. Send letting of the first present of the first

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LUTHER COLLEGE

Director of Intercollegiate Athletics

Luther College seeks applications and nominations for the full-time, twelve-month position of Director of Intercollegiate Athletics. The position will be available I August 1992. Localed in nurtheast lowa, Luther is a coeducational, residential college of the Evangelical Lutheran Church in America with environment of 2,350. The athletics program competes in the lowa Intercollegiate Athletic Conference with more than 400 students participating in 10 men's and 9 women's varsity sports in Division III of the NCAA.

Ill of the NCAA.

RESPONSIBILITIES: The Director reports to the President of the College. The Director has full administrative responsibilities for all aspects of the intercollegiate athletics program including personnel, planning, budgeting, and public relations for the athletic department both to the campus and to the wider College constituency. In addition, the Director has oversight responsibilities for sports information and facilities management of a sports and recreation complex that serves all areas of sports, exercise science and recreation and must be committed to the academic mission of the institution in maintaining a competitive program in all varsity sports. The Director will be expected to teach one course each semester in an appropriate area within the College and will have no conching duties.

QUALIFICATIONS: Master's degree required, Ph.D. degree preferred, In appropriate area. At least five years' experience in successful college teaching and coaching required. The successful candidate will have a full appreciation of the alliletics in the academic community and a commitappreciation of the alhletics in the academic community and a commitment to the mission of Luther College as a strong academic institution of the Church. The person shall have strong leadership skills and possess interpersonal skills to communicate effectively both to the campus community and to the broader College constituency. The successful candidate must be knowledgeable of NCAA bylaws applicable to Division III, must have a demonstrated commitment to both men's and wernen's athletics programs, and show evidence of ability to develop and implement long-range plans.

APPLICATION: Nominations and applications, including a statement of interest, current résumé, and three letters of recommendation, should be submitted to: Dr. David T. Nelson, Scarch Committee Chair, Luther College, 700 College Drive, Decomb, lowa 52101. Screening begins 20 February 1992 and continues until the position is filled. The position offers a competitive salary and benefits package.

Inther College is an Aftirmative Action. Equal Opportunity Institution



AMHERST COLLEGE **Area Coordinators**

Amherst College is seeking candidates for half-time and full-time Area Coordinator, positions. Boginning on August 24, 1992, they will be unsponsible for the training and supervision of Resident Counselors plus a range of supervisory, advising, and administrative functions for a cluster of residence balls. QUALIFICATIONS: Minimum Bachelor's a cluster of residence hells. QUALIFICATIONS: Minimum Balbetor's degree by Mey, 1992; ability to relate well to students; organizational and counseling skills; and previous experience in the residential life area preferred. Compunention: full-time position—approx. \$13,000 plus humilits; half-time position—\$4,300. All positions include room and learnt. Sulmit résumé, cover lutter stating interest and qualifications, and three lutters of reference by March 2, 1992 to: Charri Boylin-Eest, Assistant Dean of Sindents, Box 2206, Amherst College, Amherst, MA 01002-5000.

Amberst College is an Equal Opportunity, Affirmative Action employer and encourages women and minorities to apply.

Musici/Music Iducation: Assistant Professor of Music, Elementury Music Education tetuure track). University of Idaho, Require docturate or near completion and experience preferred. The Lional Hampton School of Music has 20 full-line faculty, approximately 185 majors, is fully accredited by NASM and offers bachelor's and master's degrees across the full range of performance, teaching, and echolarly pursuits Closing date Murch 1, 1992. Contact Richard Hahn, Acting Director, Lionel Hampton School of Music, University of Iduho, Moscow, Idaho 83843. AA/EOE.

visement of students, proyiding leadership in academic and student affairs both in Nieholf School of Nursing and in University, advising of students, and some scaching responsibilities. 12 month appointment. Requirements: Barned docturate in nursing, or related field, master's degree in nursing, record of scholarty activity and appropriate teaching experience in unraing at the baccalaureate level, and administrative experience with curriculum development and evaluation. Loyola University Chicago is a large private university, with an outstanding urban scademic medical center. The Nieholf School of Nursing offers NLUA accredited beceabaureate and master's program and a doctoral program. Baccalaureate program has approximately 350 students and offers generic BSN. RN Compelion and Accelerated BSN options. Salary/rand commensurate with education and especience. Send curriculum vines to Dr. Dona Suyder, Chair, Search Committee for Asociate Dean, Nieholf School of Nursina Loyola University Chicago, 6325 North Sheridon Road, Chicago, Illanois 60a36 (312) 508-3261. Deadline: March 1, 1992 An Equal Opportunity Educator/Employer.

Smith College

Director of Information Systems

Smith College invites applications and nominations for the position of Director of Information Systems. The Director provides leadership in planning and implementing information and communications technologies at the college, and is responsible for managing a recently integrated department (including academic computing, administrative computing, and campus networks) with a staff of 30 professionals and budgets in excess of \$2 million. The Director reports directly to the President of the College and is a member of the President's planning and policy group.

The college seeks a Director of Information Systems with a demonstrated vision and understanding of the vital role of computing and communications in both the undergraduate curriculum and the administration of a liberal arts college. The Director must also have proven leadership and management abilities, excellent written and oral communication skills, demonstrated proficiency in managing multiple priorities, and the ability to balance the development and resource needs of a broad and varied range of academic and administrative constituencies

Smith College is aggressive in advancing its administrative and academic hardware and software systems, integrating computing into the curriculum, and moving toward a more tightly networked campus. The college libraries have embarked on a number of initiatives that require close cooperation between Information Systems and the libraries. The college is a member of NEARNet.

Candidates should have a minimum of 10 years of progressively responsible experience in information systems, including substantial involvement in the management of a computing organization, preferably in an educational institution. They should have strong echnical knowledge, especially in the area of networking, and be familiar with the major operating environments used on cam-pus (VMS, UNIX, PC-DOS, Mac-OS, and Netware). An advanced degree is required; a Ph.D. is preferred.

Applicants should submit a resume and a cover letter which includes a brief outline of the applicant's vision of the role of information technology at a liberal arts college. The deadline for the receipt of applications is February 15, 1992. Further information is available on request. Please send all applications and inquiries to: Charles Staelin, Chair, Search Committee, Smith College, Box 755, Northampton, MA 01063. An Affirmative Action/Equal Opportunity Institution. Minorities and women are encouraged to apply.



Director of Development (SEARCH REOPENED)

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Small church-related college in Southeast within 45 minutes of major metro area. Minimum 5 years' experience in fund ratising (candidates with college or university experience will be given preference). Reports to V.P. Development Primary duty, Annual Fund. Must be able to articulately represent the College to various constituencies and be able to deal directly with Trustees and key volunteers. Must be computer literate (preference given to candidates with experience in setting up and/or supervising computer record-keeping function). Bachalor's degree required, with preference given to candidates with devanced degree(s). Salary commensurate with experience and qualifications, Send résumé, three references, and salary history/requirement (preference will be given to replies received by February 5, 1992) to Box 19-100c, The Chronicle of Higher Education.

And the state of t mental health/psychiatric nursing and medical-surgical nursins (I year appointment). Setting is small, NLN-accredited baccaisareats program. Master's preparation required, rank and salary open. Ambitasions reviewed March I, 1992. Apply to Dr. Jeffey Bater. Acadeant Vice-President, Carroll College, Helena, Montana 59625. Include letter of application, resume, and names, addresses, and phone numbers of at lenst three references.

Nursings Parry Nursing Chair. Texas Woman's University is seeking a full-time faculty member to fill the endowed Parry Nursing Chair in Health Pranotion and Disease Prevention. Responsibilities include teaching, research, and publication. The position is in processed in baccalisation required. Community/adult practice and required in the color preferred. A beginning record of publication the position is open as of Pall, 1992. Candidates must have a Master's degree in pursible, and carried of publication of the position of publication of the position of publication of the position of Nursing or related area. Master's degree in pursible of publication of the processing the color of publication of the processing that the Cocon Campus in Broward County, Requirements. 1992, preferred. A beginning record of publication of the processing the processing the color of the processing the processing that the Cocon Campus in Broward County, Requirements and the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campus in Broward County, Requirements and processing the Cocon Campu eal) Nursing of related area. Eligible for Florida RN license. Experience is baccaflorida RN license. Experience is baccaflorida RN license. Experience is baccaflorida RN license. Experience is baccaflorida. A beginning record of publication required. This position requires a commitment to summer teaching which includes
additional compensation. Apply by February 17, 1992 to Dr. Jean Klick, Chair, Department of Nursing, University of Castral
Florida, P. O. Box 25000, Orlando, Florida
2816-9210. BED/AA. As an agency of the
State of Florida, UCF makes all search materials available for public inspection.

Nursing: Faculty position — Psychiatric/ Mental Health Nursing, Beginning full-line July 1, 1992. Primary responsibilities in-clude classroom and clinical teaching, ad-vising of students, committee assignments and university service. Master's degree in nursing required, teaching experience pre-ferred. Salary and rank commensurate with qualifications. Equal Opportunity Employ-er. Send resume by March 6th. 1992 to Dean, School of Nursing, Barry Universi-ty, 11300 Northeast Second Avenue, Mi-ami Shores, Florida 33161.





Director of Human Resources

Letters of application and nomination are invited for the position of Director of Human Resources. The Director of Human Resources is responsible to the Vice President for Finance for supporting and furthering the goals of the institution's strategic plan through effective management of the human resources

Connection College is a highly selective, coeducational, private liberal arts college in New London, Connecticut, located equidistont between New York and Boston.

RESPONSIBILITIES. Managing the employment function and administering the classification and compensation structure for all non-laculty positions; revising and managing the College's Irange benefit program for all College employees; administering employee relations; developing and implementing in-house training opportunities, implementing the College's Affirmative Action Policy, and developing and implementing College personnel policies and procedures

QUALIFICATIONS: Bachelor's degree required, with Master's degree in Business Administration, Industrial Relations or related field preferred. Seven to ten years of progressively responsible experience in Human Resource Management required, with three to live years of supervisory experience. Must have excellent communication skills and previous work experience in an educational

Review of applications will begin on February 24, 1992, and will continue until the position is filled. The position is available April 1, 1992. Please send a cover letter, resume, and a list of references

Connecticut College

Chair, Search Committee for Director of Human Resources Connecticut College, Room 111 C 270 Mohegan Avenue New London, Connecticut 06320

Connecticut College is an Equal Opportunity/Affirmative Action Employer and is actively seaking to diversity its faculty and staff.

DIRECTOR OF INSTITUTIONAL ADVANCEMENT

SALEM-TEIKYO UNIVERSITY Saiem, West Virginia

Salem-Telkyo University, a non-profit educational institution with an international student body comprised of half American students and half Japanese and other foreign students, seeks a Director of institu-Uonal Advancement.

The Director will conduct the University's fund-raising programs and coordinate the alumni and communications programs. Salem-Telkyo University's unique mission—preparing world clidzens to become the leaders of tomorrow with an international perspective—has brought considerable national media attention to the campus and a very healthy student enrollment.

The University seeks an energetic, innovative individual with exceptional motivational and interpersonal skills and demonstrated ability to take initiative in managing people and programs. Ideal candidates will have up to five years of fund-raising experience in higher education. A bachelor's degree is required—master's degree or CFRE is a

Send a confidential cover letter, salary requirements and resume; credentials will be reviewed beginning February 15, 1992. Staley/Robeson/Ryan/St. Lawrence, Inc.

Suite 315 1990 M Street, N.W. Washington, D.C. 20036

Numing: Forward thinking, energetic leadership sought for a baccalaureate nursing program. In the exciting intermountain May. Applications being accepted for the position of Program Director in a baccalaureate program which has 90 basic students, 60 RN advanced piacoment students, and 13 full-time faculty. Position reports to auraing program. Master's degree in clinical program. 13 full-time faculty. Position reports to the Associate DeanChair. Department of Nursias. Demonstrated competeere in baccabarrents teaching, research and community service required. Master's in nursing and doctorate in nursimo or related field required. Contract to begin August 10, 1992. Salary and rank commensurate with experience and qualifications. Deadine April 1, 1992. Contact Chairman, Department of Nursias, Solas State University, Bolise, idaho 87/25, (208) 383-3900. Equal Opportunity, Affirmative Action Institution.

Nursing: Two faculty tenure track posi-tions. Pall, 1992. Medical-Surgical, Mater-nal-Newborn. N.L.N. accredited Associate Degree program. Required: master's in the specialty area, recent clinical practice, teaching experience, Econsed or eligibility in Pennsylvania. Preferred: doctorate in nursing or related area with Interest in es-tablishing BSN-completion program. Sala-stal application, vitae and three letters of reference to Director, Department of Narsing, University of Pittsburgh at Brad-ford, Bradford, Pennsylvania 16701. Dead-

Nursing: Faculty positions. Full-time, ten-ure track position available August, 1992, in an approximation and approximation of the auraing program. Master's degree to cliniin an approved integrated boccalaureate aursing protram. Master's degree in clinical nursing and Pennsylvaria licenurs or eliribility required. Earned dectorate or decionate in progress from a regionally accredited institution and practitioner stulls preferred. Experience in more than one area desirable. Responsibilities include ongoing curriculum development and teaching. Academic year appoinment, Rank and salary commensurate with education and experience. Maternal-Child Nursing specialty position is available. Application for faculty in Medical-Surgical Nursing (CCRN) and Community Health Nursing are also invited. Routions are available epending funding for 1992-1993 Academic year. Forward spolication and returns to Dr. Georgia L. Narsavage, Department of Nursing, University of Scrapton, Pennsylvania 18310-1995; (717) 41-76/3. The University of Scrapton, Pennsylvania 18310-878; (117) 91-76/3. The University of Scrapton institution in the Pocone northwest, less than three hours by car from major eastern cities, is an equal opportunity, affirmative action employer-educator.

Numing: Department of Nursing: Universi-ty of Arkansas at Little Rock Associate of Science Program is seeking a tenure-track.



EASTERN MONTANA COLLEGE Billings, Montana

DIVISION OF STUDENT AFFAIRS

DIRECTOR STUDENT OPPORTUNITY SERVICES

The Director of Student Opportunity Services develops and administers the Student Support Services Program, a fedeally-funded, comprehensive program of assessment and academic and personal support for low-income, first-generation, and disabled participants to ensure their success in college. The Director coordinates the selection of students for the program, assists in the recruitment, selection, orientation and evaluation of program staff, coordinates the goals and activities of the program, and recommends for changes or improvements in especiations of the program. The Director reports to the Director of Student Services. Salary is competitive and commensurate with experience and training and post-don is contingent upon funding. Proposed date for appointment is June 1, 1992.

- QUALIFICATIONS A master's degree required in education, a penavioral science field, or related area. Two years' full-time, administrative experience required in a human services or education
- sertifig.

 3 Proven experience and success required in grant writing.

 4. Minimum two years' successful experience required in working with low-income, first-generation, or sudents with disabilities.

 5. Experience required in working with a TRIO program and a demonstrated understanding of its role within a Division of Student Affairs and as an administrative unit within a public level industry.

ing of its role where a computed to Excellent oral and written skills required to Excellent oral and written skills required to Minimum two years' teaching experience preferred.

APPLICATION DEADLINE: Applications received by the deadline date of February 28, 1992 will be given preference review, however, applications will be accepted until position.

APPLICATION PROCEDURES; Send Letter of Application, Current Resume, Names and Telephone Numban of Three References (Including current supervisor) to Chakman, Director SOS Search, Human Resources/EEO-AA Office, Eastern Montana College, 1500 North 30th Street, Billings, Mr 59101-0298; (406) 657-2278.

EASTERN MONTANA COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER Women and Minorities are encouraged to apply.



DIRECTOR OF LIBRARY **SEARCH EXTENDED**

Union County College, a multi-campus community college located in Central New Jersey, invites applications for the position of Director of Library. The College currently enrolls 10,000 students. The Director reports to the Vice President for Academic Affeirs Sfrie is responsible for the leadership and administration of the central library as well as the libraries located on the branch campuses and centers. The library houses a collection of 100,000 volumes. Circulation and public access to the cetalog have been automated The Director is responsible for general administration of the library program including planning, budgating, collection development, staff supervision and evaluation, and public relations.

Qualifications include remova.

Qualifications include an MLS degree from an ALA-accredited school and three to five years of professional experience in a leadership capacity in a library of comparable or larger size. Community college experience preferred. Familiarity with instructional Services technology desirable. Salary is commensurate with qualifications and experience. Comprehensive benefits included. Please send letter of application and réaumé, including salary requirements, no later than February 10, 1992 to: Personnel Officer, Union County College, 1033 Springfield Avenue, Cranford, NJ 07016.

Professional Opportunity COORDINATOR OF DATA SERVICES

The Coordinator of Data Services is the system administrator responsible for the daily management and operation of all NAICU/NIICU computer equipment. As the principal computer programmer, the Coordinator of Data Services provides data and information support to NAICU/NIICU staff operations. The Coordinator of Data Services also assists in research and policy analysis activities through planning and designing survey activities, analyzing survey data, and acquiring data from outside sources.

- Familiarity with UNIX operating system and Sun workstation and net-
- work environment;

 Proficient in SAS, Wordperfect, and Lotus 1-2-3;

 Extensive knowledge of and experience with database systems and data
- communications;

 Ability to work closely with staff members, consultants and vendors;

 Ability to communicate effectively with individuals having with individuals having little experience with or expertise in computer technology;

 An undergraduate degree in a relevant field.

Preference will be given to letters of interest and resumes received by February 14, 1992. NAICU/NIICU is an equal opportunity employer. Please apply

Director of Personnel NAICU/NIICU 122 C Street, N.W., Suite 750 Washington, DC 20001-2190

Lists of the latest books of interest to Academe scholarly books and books about higher education —

every week in The Chronicle.

Director, Office of Intellectual Property

Michigan State University is inviting applications and nominations for the newly established position of Director, Office of Intellectual Pro-

erly.

The Director will report to the Vice President for Research and Graduato Students and will be responsible for the licensing of University owned patents, copyrights and other tangible research property. Activities include stimulation of faculty disclosures, evaluation of the disclosures for commercial viability, and drafting, negotiating and monitoring license agreements. The Director is responsible for the administration of University patent policies in negotiations involving faculty inventors. University administrators, patent counsel and the commercial community and participates in the negotiation of research grants and contracts as well as bearing the primary responsibility in licensing negotiations.

The establishment of this now position affers an outstanding opportunity for an experienced, sanfor licensing person. Compensation will be competitive and will depend on qualifications and experience. The successful candidate should have, as a minimum, a bachelory degree (an advanced degree is proferable), lamiliarity with law, experience in a complete technology transfer operation, as well as knowledge of federal and non-federal contract and grant administration within a university.

This position requires a self-starter, the ability to work well with ob-ers, good attention to detail and good negotiating skills, coupled with an empathetic approach to faculty inventors and experience in a uni-Michigan State University is an Equal Opportunity and Affirmative Action Employer. Applications from women and minorities are se-

Applicants should send a resume of their education and experience and the names, addresses and telephone numbers of at least three (3)

Dr. Henry E. Bredeck Assistant Vice President for Research Room 238, Administration Building Michigon State University East Lansing, Michigen 48824-1046

Screening of applications will begin March 1, 1992 and will continue

The John D. and Catherine T. **MacArthur Foundation** Director, Fellows Program

The MacArthur Foundation invites nominations and applications for the Directorship of the Fellows Program, which encompasses the nomination and selection process for those who receive the MacArthur fellowship at award of substantial monetary stipend to highly creative individuals. award of substantial monetary stipend to highly creative individuals. The Directorship of the fellows Program is a senior level position. The Director is responsible for all aspects of the program which includes managing a staff of people who develop the materials on the nominees for the Fellowship, working closely with the Selection Committee, overseeing the network of Fellows monitorers, and facilitating communication among current Fellows. The Director, in conjunction with the chairman of the Selection Committee, serves as a liabou to the hoard in setting the policies and procedures for the Fellows Program and selecting the Fellows. The Director also works collaboratively with the directors of the Foundation's other program areas on Foundation-wide issues and concens. The new Director must be a soulor outliessould with muticilmensional

The new Director must be a senior professional with multidimensional experience who will be able to grasp the subtlettes and complexity of the Program and the position. He or she must be an eclecile, curious and well read person with a creative splitt and an eye for talent who can manage people and process well.

Compensation will be appropriate to the high degree of responsibility exercised and the unusually strong qualifications necessary in the successful candidate. The Foundation offers attractive benefits. Send letters of interest or nomination and résumé by February 28, 1992

The Phillips Oppenheim Group Attention: Jane Phillips Morrison 717 Fifth Avenue

New York, New York 10022 The foundation particularly seeks minority candidates and candidates from other underrepresented groups.

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full-time faculty member for Pediatrics in Falt and Adult Medical-Surgical nursing in Spring. Appulatment begins August, 1992. Position includes classroom and clinical eaching, Minst be willing to reach evening clinicals one semester per year. Program admits 100 students each Itali, is NLN accredited, and serves a diverse urban campus in central Arkanasa. Applicant must have a Master's degree with a major in Nursing and recent clinical experience. Send curriculum vitae to: Ann Latuwe, Department of Nursing, University of Arkanasa at Little Rock. 2801 South University. Little Rock, 2801 South University of Arkanasas at Little Rock, 2801 South Control of the Control of th

applications are subject to disclosure.

Nursings Health Care and Health Education Coordinator. University of Medicine and Dentistry of New Jersey, New Jersey and Jentistry of New Jersey, New Jersey and Pentistry of the health ciences, is recruiting for a Health Care and Health Hadication Coordinator for the Nursing Service of the Community Mental Health Center at Piscatsway. The successful individual with community Mental Health Center at Piscatsway. The successful individual with community that the total health needs of the CAHC inpatients are met. You will collaborate as a consultant or member of the interdisciplinary team in providing health services in one paraded nursing role Licensed to practice professional nursing in the State of New Jersey. (Include of an accredited program of Nursing with a Bachelor of Science in Nursing Haster's dearce in Nursing preferred). Successful completion of a minimum of one year of supervised internship in Family-Calid/Adoption Practitioner. We offer a competitive salary and excellent begoff program. For consideration, please sand your résume to:

Little Rock, Arkanasa 72214. The University of Arkanasa st Little Rock is an Affirmative Action. Equal Opportunity Employer and sciviley's seeks the candidacy of minorities and women. Under Arkanasa law, all applications are subject to disclosure.

Nursing: Health Care und Health Education Coordinator. University of Medicine and Dentistry of New Jersey, New Jersey's university of the health sciences, is recruiting for a Health Care and Health Education Coordinator for the Nursing Service of the Community Mental Health Capter at Piscataway. The successful individual will ensure that the total health cack of the CMHC inpatients are met. You will collaborate as a consultant or member of the interdisciplinary team in providing health services to inpatients and provide direct clients services in an expanded nursing role.

MOREHEAD STATE UNIVERSITY Graduate and Extended Campus Programs DIRECTOR OF MSU/ASHLAND EXTENDED **CAMPUS CENTER**

Morehead State University invites applications and nominations for the position of Director of MSU/Ashland Extended Campus Center beginning July 1, 1992. Responsibilities: Provides administrative leadership for planning and organizing the Center to meet the educational and service needs of the region; develops class schedules; recruits students for both off-campus and on-campus programs; interacts directly with the Office of Admissions, Registrar, and Financial Aid in assisting both potential and cur-Registrar, and Financial Aid in assisting both potential and currenly enrolled students; serves as liaison with local, state, and federal agencies to marshal resources for enhancing and expanding the Center's educational programs; initiates, develops, and ing the Center's educational programs; initiates, develops, and writes proposals for submission to external agencies to supplement academic and service programming at the Center; recruits qualified candidates for part-time faculty positions; and teaches 12 credit hours per academic year. Qualifications: Terminal degree, preferably in Education or Business, the two programs currently approved by the Council on Higher Education offered at the Center. Administrative experience in higher education. Knowledge of the region and experience in off-campus instruction. Commitment to developing and maintaining excellent relationships with institutions, industries, and human resources in the region served by the Center. Submit letter of application, resume, and references no later than February 26, 1992 to:



Office of Personnel Services Attn: Dir. Ashland MOREHEAD STATE UNIVERSITY HM101

Morehead, KY 40351 MSU is an EEO/AA Employer

EXECUTIVE SECRETARY Alumni Corporation Board of Directors and Director of Alumni Affairs

Colgate University is seeking an energetic, goal-oriented leader to oversee the University's external relations program with alumni. This person reports to the University's Vice President of Alumni Affairs. Communications and Development and the officers and members of the Board of Directors of the Colgate University Alumni Corporation. An important responsibility is staffing this Board of Directors. He or steads oppose and coordinates alumnicativities and events on and off commiss including alternal clubs. However, we under any other and office the second constant of the commission of the constant of the commission of the constant of the constan she also plans and coordinates abund activities and events on and off campus, including abundin clubs. Homecoming, Reunion, and other gatherings. Also involved as Balson with the otilies of bevelopment. Communication, Admissions, and Career Placement; promotion of class activities and support for various class organizations; supervision of the staff of the Abundi Affalis Office; and work with various student groups. This person is a member of the Vice President's Senior Executive Staff and plays a locatership role in the University's Division of Alumni Affalis, Communications and Development.

The successful conditate must demonstrate containing to the

The successful candidate must demonstrate commitment to the ideas of the University and have a record of professional success. Strong Interpersonal, managerial, and organizational skills are required. He or she must be an effective motivator and have excellent writen and oral communication skills. A backetor's begree with five years or more experience in education, sales, or management is re-

. Submit letter of application and résumé to

Ronald A. Joyce More President for Alumni Affairs, Communications and Development 13 Oak Drive

The position remains open until filled. Candidate records screening ਅଧି begin immediately.

An Equal Opportunity, Affirmative Action Employer.

mis position will be expected to teach gradual provided by the courses in Organizational Behavior and undergraduate courses in Principles of Management, Organizational Hebavior, and Organization Theory and to conduct the course of Principles of Respected to related Organization of Behavior areas. Applicants should apply a writing by submitting a resume, transfer, and three letters of recommendation to Dr. M. Khris McAlister. Department of Management, University of Alabama at Remingham, Blemingham, Alabama 352'44-460. AAPOE.

Pathology / Research: Pathologist/Postda. Joseph Research: Manhattan, Study anatomic offenbullon of automomic neutral lissue in Oscillops peart, interpret physiologic function, and to understand congenital architemias and sudden infant death 330-4000.

inflorates and sound regarding cardinal faction, and to understand congenital arthribals and sudden inflant death syndrome. Conduct histologic, histochemical immunohistochemical, electron microscope caperinents to analyze distributions are proposed and from according to a control of addressale, cholinergic nerves, included a specialized cardinal conduction thus, working myocardium in fetal heart despends and thorn somalalmenter heart. Mayter's fearned, Require demonstrated regord of research experience, is modeled to paralisation and a search histologic, historic paralisation and experience, is most degard paralisation and experience, income control of their responsibilities involve teaching clementary which is physical foundational peculiaration. Sport fearing and experience, involve teaching clementary and from somalarmentary heart of paralisations and experience, involved to their responsibilities involve teaching clementary school physical education, fitness/wellness, sport required and experience, involved teaching and particular and experience, university teaching experience, university teaching

VALLEY UNIVERSITY

Director

Center for Philanthropy and Nonprofit Leadership

Grand Valley State University seeks an academic affairs administrator with experience in faculty and curriculum development to direct its Center for Philanthropy and Nonprofit Leadership. The Center will provide leadership for, and coordination of, the University's programs in philanthropic studies and third sector activities. The Director will work with the faculty, administration, students, and community in the development and coordination of programs, courses, seminars, culloquia, research projects, and grants associated with the Center. The position of Director is an administrative appointment with faculty status. ment with faculty status.

Qualifications for this position include an earned doctorate preferably in Public Administration or related field, substantial experience as an acar lemic administrator and faculty member, expertise in curriculum development and pedagogy, knowledge of the philanthropic community, experience in the non-profit or third sector, expertise in interfliciplinary inquity in inth teaching and research, a commitment to excellence in liberal arts education, and the ability to work with diverse constituencies.

Grand Valley State is a comprehensive, public university. The main campus is located in Allendale, 10 miles from Grand Rapids in west Michigan. The University operates a campus in Grand Rapids and a center in Muskeyon. The enrollment for Fall 1991 was 12,600.

The position begins July 1, 1992, Review of applications will begin on March 15, 1992. Applications, including a statement of interest, a CV, and at least three references, as well as nominations, should be sent to: Philarathropy Center Director Search Committee, Provost's Office, Grand Valley State University, Allendale, MI 49401.

An Equal Opportunity, Affirmative Action Employe

UNIVERSITY OF CALIFORNIA, **SANTA CRUZ**

SCIENCE BIBLIOGRAPHER, Associate Librarian or Librarian. Salary Range: \$35,052-\$65,340. UC Santa Cruz seeks an experienced bibliographer to lead its collection development program for the sciences. Reports to the Head of Collection Planning; develops collections in assigned natural and applied science disciplines; supervises and coordinates work of other science selectors/bibliographers. Consults with faculty. As one of six subject bibliographers, participates in formulating collection policies and serves on the collection budget committee. Works closely with staff in the library's Acquisitions Section. Provides reference desk service in the Science Library six hours a wook, participates in an active library instruction program and computer liberature searching. Office is located in new Science Library. Participates in tibrary-wide activities, including administrative com-Participates in library-wide activities, including administrative committees and special projects.

Qualifications:
Required: Grad. degree from an accredited school of librarianship;
graduate level knowledge of a science discipline; substantial science
collection development experience; understanding of research needs
and the organization of scholarly literature; strong commitment to
public service; interest in working with both undergraduate and graduate students; ability to work effectively with tacuity, students, and
staff in a culturally diverse environment.

Preferred: Graduate level knowledge of a physical science discipline exportance in training or supervision.

Deadline February 29, 1992. Applicants should supply a statement of their qualifications, a resume, and the names of four (4) references who can comment on their qualifications. Send correspondence to: Katherine Belers, AUL, P, University Library, University of California, Santa Cruz, CA 95046. UCSC 18 AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

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Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

ARIZONA. TUCSON, ARIZONA RESIDENCE LIFE POSITIONS

THE UNIVERSITY OF

The Department of Residence Life seeks creative and autonomous featlers for the anticipated openings listed below. Located in the city of Tucson, where the sun shinus 350 days per year, the University of Arizona is a public, land-grant institution founded in 1885. The metropolitan area is over 600,000. Enrollment is 35,200. Our 16 residence halls accommodate 4,800 students.

AREA COORDINATOR

Assist in the recrultment, training, supervision and evaluation of Hall Direc-tors and Resident Assistants for seven halls (1,300 students). Develop, implement and evaluate plans to achieve desired student development outcomes. Serve as area conduct hearing officer. Provide on-call crisis management. Live-out position reports to the Assistant Director for Education. Master's degree in student development, counseling or related area and two years' supervisory experience as a full-time director in a large half required. Salary \$22,000-\$23,000 (12-month contract beginning July 1, 1992). Meal plan and University benefits plan provided. Send letter of interest, resume and references. Carrifdate tiles will be reviewed beginning March 10, 1992.

FULL-TIME HALL DIRECTOR

Anticipated opening. Responsible for managing a co-ed, 800-bed half and supervising an Assistant Half Director (grad, assistant) and 16 Resident Assistants, statt selection, training and evaluation; programming; student conduct and building maintenance. Reports to Area Coordinator. Master's degree in student development, counseling or related area preferred. Previous experistudent development, counseling or related after the feet of the section of the s

GRADUATE ASSISTANT HALL DIRECTOR

Eight to ten openings anticipated. Responsible for managing a small to medi-um hall: staff selection, training and evaluation; programming; hall govern-ment; student conduct and maintenance. Reports to Area Coordinator, Condidates must be admitted to a degree program in the Graduate College or the College of Law. Assistantships are from one-third time to two-thirds time, with a range of \$4,900-\$9,800 (10-month contract bosinning July 27, 1992). Furnished apartment, meal plan, and out-of-state tuilion waiver included. Please request application materials. Candidate files will be reviewed beginning March 10, 1992, continuing until all positions are filled.

A representative will attend the 1992 OSHKOSH PLACEMENT EXCHANGE

Direct inquiries and applications to: Grey Zicbell The University of Artzona Residence Life 208 Slonaker House Tuscon, AZ 85721 (602) 621-6400

THE UNIVERSITY OF ARIZONA IS AN EEO/AA EMPLOYER, WOMEN AND UNDERREPRESENTED GROUPS ARE ENCOURAGED TO APPLY.

Head of Information Services

Science, Industry and Business Library

The Research Libraries of The New York Public Library The Research Libraries of The New York Public Library has an exceptional opportunity for a Head of Information Services for the new Science, Industry and Business Library. Will be responsible for the design, implementation & successful provision of information services including the reference desk, reference collection, patents desk and government decuments desk.

Qualified candidates should have an MLS and substantial experience in the provision of reference services in a research or special library. Solld knowledge of business and/or science information resources required. Excellent communications, presentation, interpersonal and leadership skills are essential.

We offer minimum starting of \$39,370 plus excellent benefits. For prompt consideration please send resume in confidence to: Human Resources Dept. DC-1

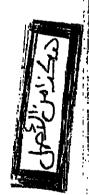
👺 The New York Public Library 8 West 40th Street, 2nd Floor, New York, NY 10018

Candidates selected for consideration will be contacted for an interview An Equal Opportunity Employer M/F

cedure: Send letter of application, a concise statement of professional goals, resumment of profess

cants.

Physical Education: The Chinese University of Hong Kong (founded 1963) offers of Sarvice; The University offers a comprehensive programmes up to Ph.D. level in the Humanitiea, Business Administratios, Science, Medicine, Social Science, Education, Engineering and Architectures. Current student enrolment is 9,300 full-lime equivalent, which will expand to 11,500 by 1994-95. The University is very active in promoting research and consultancies and liaising with industry and the business sector worldwide. Bold English and Chinese are used in teaching and administration. Applications are invited for Lectureship/Senior Lectureship in Physical Education. Arolicants should have a higher degree (preferably a Ph.D. degree) in Physical Education research and with substantial publications. The appointee is expected to feuch courses in any of the following areas in the evenings as well as in the summer: Sports Administration, Curriculum Development in Physical Educa-



WEST VIRGINIA UNIVERSITY

Special Assistant to the President for Social Justice

The Social Justice Program

Two years ago, Wrist Viegina Onversity established an innovative social justice program designed for cultume the campus climate for all persons. resigned in continue the tampus timate for all persons.

As part of this program, the University consumeristical, morally and legally, to take alumnative action to recent and engine qualified faculty, stall, and students, and to crosse that all grevent faculty, stall and students receive efficiency, training, compensation, promoting, temperation, and all rather heneits of employee or student status, an appropriate, without regard to take uses, as appropriate, without regard to take uses, as constituting the address of the precision of the economically and educationally disadvantaged. Oversight of these communicients in the businesses of the economically, and educationally disadvantaged. Oversight of these communicients in the Parachester's Processing to compensation of the economically and educationally disadvantaged.

The University is serking an effective institutional leader for the set all justice program to serve as Special Assistant to the President for Secial Justice. Reporting to the President, the Special Assistant will also serve as a number of the President's Calumer, and will work with the University wide Social Justice Council, which Includes representatives of the Black Community Concerns Committee, the Council for Women's Concerns, and the Handicaji Adams Continuition, as well as Atlange members from across the University Community.

the Special Assistant to the President for Social Justice will serve in a probable adembur, action, advocacy, and communication capacity, with responsibility for the following: Coordinating institutional entories to the social justice arena-strengthening existing programs, establishing new ones, and taking action to improve the social justice climate at West Virginia University.

Evaluating institutional policies, proceedures and practices and directing change as appro-ponte to enhance social justice. Eleljung to resolve social justice problems faced by West Virginia University faculty, start

Inham mg institutional and personal multestanding of and sensitivity and commitment to social justice at West Vingma University Developing student, faculty, and staff leadership in the area of social jostice

Munitoring propers of institutional programs and plans lowered meeting social justice totals and directing change as appropriate.

Obsering the University's Afternative Action program and supereising the Afternative Action Officer. Working in the community to further the cause of social justice beyond the borders of the

Serving as the President's halvas to community, state and federal agencies and to other higher eclication institutions on matters related to social judice. Salary is commensurate with experience and qualifications.

Comprehensive understanding of the complex issues related to social justice and of the culture of higher education.

Demonstrated commitment to the effective leadership experience in the social justice

Effective communication skills An action orientation.

Strong interpersonal skills, with a team operitation and the ability to motivate others. Creative problem-solving and conflict resolution skills. A terminal degree is preferred

A familiarity with the laws, regulations, and guidelines in the areas of affirmative action, equal employment opportunity, sexual harassment, and accessibility for persons with disabilities. (A law degree is not required.) The University

Founded in 1867, West Virginia University is one of only 38 public universities in the United States that serve as both a research and a tand-grant listitution. Entuiling over 22,000-statkents in 176 degree programs, the University has an annual operating budget of numeritian 300 million dollars.

West Virginia University students come from all 55 West Virginia counties, 49 other styles, the District of Columbia, Canal Zone, Puerto Rico, Virgin Islands, and 74 other nations. Minority and International students make up approximately 9 percent of the student body.

Nearly 10 percent of the full-time faculty are members of minority groups, and almost one fourth are legisle. With respect to the classified staff, approximately 4 percent are minorities, and 60 percent female.

Morganitover is a dynamic university community of approximately 45,000 located on the east bank of the Monongainola River in the rolling hills of northern West Virginia. It after ready access to larger metropolitan areas such no Firisburgh, PA and Washington, DC.

Nominations and Applications

Deadline for nominations is February 29, 1992 and deadline for applications is March 15, 1992. Women, minority persons, and persons with disabilities are especially encouraged to apply. Applicants should send a résumé, personal statement with respect to the importance of diversity in higher education, and the names, addresses, and telephone numbers of live references to the following address:

Dr. Dana Brooks, Chair Social Justice Search Committee School of Physical Education P. O. Box to Ho West Virgirda University Morganiown, WV 26306-6116

West Virginia University is an equal opportunity, affirmative action employs

Physical Education: Assistant/Associate Professor, Two positions available August 20, 1992. Teach undergraditate and graditate courses in: 119 exercise physicology, blomechanics, motor skill analysts in physical coach of men's intercollegiste learned of the campus, or (2) elementary methods and curriculum, skills and techniques courses may include: aymassiles, basic movement, folk and source dance, pames of low organization, and swimmine. Supervise student teachers. Teach graditate courses in area of oxpertite. Public sohool teaching experience necessory. Duttes of both positions include advasing student malors, pursuit of septimized in the positions are fitted until the positions and experience at the college level and evidence of ability to engage in scholarly activities. Competitive salgg; based upon qualifications and experience. To a sture full consideration, applicant is folked to the professor in a should be received by February 29, 1992. Streening will confine until the positions should be received by February 29, 1992. Streening will confine until the positions should be received by February 29, 1992. Streening will confine until the positions of the professor in a fitter of the professor in a poper records state there references to Dr. James E. Wolfe. Station 17, Engiern New Mexico 8370. New Mexico is an open records state the reference of the release of the population of the professor in a dapted physical educations four whom on-campus interviews are scheduled. AAFEOE.

Physical Educations Four positions available, (1) Tenure track assistant/associate professor in a dapted physical education. Datorate preferred, ABD considered. Physical education professor in a dapted physical education. Datorate

register sensembles. AAEOR.

Physical Educations Four positions available. (1) Tenure track assistant/associate professor in adapted physical education. Dectorate preferred, ABD considered. Public school and college teaching desired. Public school and college teaching desired. Duties: Teaching of undergraduate adapted physical education courses and secondary methods courses. (2) Tenure track instructor/arsasistant professor/lustructor of Physical Education/Exercise Science: Assistant professor/lustructor of Physical Education and Exercise Studies. A full time. 15, 1992. Responsibilities include teaching undergraduate courses in lifetime physical education, advention practicum. Required: minimum of mester's degree, with advanced work in outdoor education, as directivities, and possibly calling services physically lab, health advanced work in outdoor education, as directivities, and possibly calling services physically lab, health advanced work in outdoor education, as directivities, and possibly calling physical education prefered.



AMHERST COLLEGE

Assistant Director of Alumni Relations for Classes

Amborst Colloge seeks an onlinesiastic, organized supporter of undergraduate liberal arts education to manego an important component of its
traditionally strong slummi program. Reporting to the Director of Alumniand Parant Relations, the successful candidate will support the minusel fund-reising and non-fund-reising activities of the Alumni Classes beyond the 25th Reanton. Non-fund-raising responsibilities include production of class notes for the magazine, unusal class events, Reunions, and alumnitraining weekends. Primary fund-raising responsibibiles include management of the Class Agent structure and of the
fund-raising plans for the classes. Amborst reises close to \$4 million
from more than 60% of its alumni body for the annual fund-maintenance of this level of support is cracial to the Calloge. The recruitment,
training, motivation, and support of volunteers is a significant compation of this position.

Quelifications: Bachelor's degree required; fund-roising and/or alumnit experionce preferred; and exceptional organizational and interpersonal skills. The successful candidate must have a strong commitment to the guals of a liberal arts education and to the importance of the College's relationship with its alumnit Evening and weekend work and travel are required.

Interested candidates should submit a résumé with the names and addresses of three references to: Elizabeth Cannon Smith, Director of Alumni and Parent Relations, Box 2220, Amberst College, Amborst, MA 01002-5000. Applications will be considered until the position is filled.

Amherst College is an Equal Opportunity, Affirmative Action Employer



Women's Resource

Purdue University invites nominations and applications for the position of Direc-tor, Women's Resource Office.

Responsibilities Reporting to the Vice President for Human Relations, the Director is responsible for leadership in Improving the campus climate for women, and for developing and administering programs and services that address the needs and concerns of all women faculty, stall, and students. In collaboration with other campus offices and community organizations, the Director will:

- provide advocacy and support for women's concerns
 assess and respond to the diverse needs of women at Purdue University
 initiate educational and professional development programs for and about
- women
 make recommendations on policies of special concern to women
 work to correct gender-based inequilies

Qualifications: Experience in the area of women's issues and gender-related concerns; an understanding of and appreciation for diversity; demonstrated success in program initiation and implementation through effective collaboration with other offices and consultuents; leadership skills to build and maintain cumpus-wide credibility and support; initiative, flexibility, and strong interpersonal and communication skills. Plaster's degree required; doctoral or terminal degree and faculty experience are preferred. A faculty appointment in a relevant aradiculic department is possible, depending upon qualifications.

Dr. Ann Hancook, Chair Search Committee for Director, Women's Resource Office Furdue University 1075 Howde Hall, Room 241 West Lafayette, IN 47007-1075

Purdue University is an Equal Opportunity. Affirmative Action Employer.

ASSOCIATE VICE CHANCELLOR FOR FINANCE

Tulane Medical Center is currently seeking a highly motivated professional to supervise the Financial Services, Grants and Contracte Management, Human Resources and Purchasing Departments of the Medical Center. This individual will report directly to the Vice Chancellor for Administration and Finance. Ability to work and interface with Schools of Medicine and Public Health/Tropical Medicine. Tulane Regional Primate Research Conter, University Hospital/Clinio, and University Officers of Administration. Bachelor of Science in Accounting or related field nocessary with CPA or Master's in Business Administration strongly preferred. Qualified candidates should also have seven to ten years of progressively responsible administrative experience in higher education, background with large accounting firm or health care related field highly desirable. Excellent benefit packground.

Send letters of application along with resumes by February 14, 1992 to: Chairman—Search Committee
for Associate Vice Chancellor for Finance
clo Office of Human Resources
Tulano University Medical Center
1430 Tulane Avenue

Tulano is an Affirmative Action, Equal Opportunity Employer.

Tulane

A calendar of forthcoming meetings, conferences, workshops, and institutes of mportance to scholars and college administrators -

every week in The Chronicle.

PENNSTATE



University Park

DIRECTOR OF MARKETING RESEARCH AND PLANNING

The Pennsylvania State University is seeking qualified candidates for the position of Director of Marketing Research and Planning. This position reports to the Director of Admissions with responsibilities for Marketing Research, Marketing Strategy, and

The Director of Marketing Research and Planning is responsible for the design of a market research and market data driven information and recruitment system for prospective students. Develop recommendations and alternatives for total University admi marketing plan. Organize and initiate the total University admission inform, attract, and interact with all prospective students. Develop collaboration with other market research and planning activities across the University. Provide leadership to the Division of Marketing Research and Planning.

A Master's Degree or equivalent is required, plus 6 to 7 years of effective experience in Marketing, with particular experience in marketing research and planning, communications, and public information. A Doctoral level of education is desirable.

Please submit a letter of interest and a resume that outlines your experience in all facets of the position which are described above, and have three current letters of reference with phone numbers sent to: Employment Division, Job #C-2124, 120 South Burrowes Street, University Park, PA 16801.

The search will continue until a candidate has been selected.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

ASSOCIATE DEAN FOR STUDENT AFFAIRS

This full time position is responsible for directing the student residentual system including search, selection, supervision and on-going training of area coordinators and head residents; responding to student emergencies, and coordinating activities with other college offices regarding response to individual situations and the congoing operation of the boxes. Reporting directly to the Dean of the College and supervising the office manager, residence life coordinator and four area coordinators, the Associate Dean coordinates with other deans and develops pulcies and programs in the area of student affairs. Qualifications: Muster's degree and at least five years of residence life experience; liberal arts background commitment to women's education, excellent interpersonal, organizational, verbal and written communication skills. Preferred starting date for this position is June 1, 1992. Starting salary in mid-40's with excellent employee benefits. Direct letter of application and resume by February 21, 1992 to Employment Group, Office of Human Resources, Smith College. Box 500, Northampion, MA 01063. An Affirmative Action/Equal Op-portunity Institution. Minorates and Women are Encouraged to Apply.



wellness program; asset in origoning tosearch projects; advise undergradinate students; and perform other scholarly activaties. This position will require an above average dedication of time and effort. Ioris
commitment to students and undergraduate
education is a must Muurum qualifications are: Master's degree in fixers are Science/Physiology, two years of teaching experience (part or full time) at the college
level with experience under expertise in
the teaching areas isted above, CPR and
first and catified or willingness to become
certified for NATA Certification, ACSM
Certification preferred, and significant interpersonal skills stabilist to communicate
and cooperate successfully with various
constituents). Solary \$25,000,529,000. To
apply, submit the following materials belevel teaching required anoually. Plast
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are level teaching required anoually.

Physical Education/Fitness: Sport/Fitness Video Director, Direct development of educational videos in sport, fitness, and physical education. Essential skills: Conceptualize visually, write actipts, supervisa production. Master's in Physical Education required; video experience preferred. Non-amoking savironment. Send to Human Resources, Human Kinetics Publishers, P. O. Box 3076, Champaign, Illmols 61825-3076.

BULLETIN BOARD: Positions available

Dean

College of Business and Information Systems Search Reopened

Dakota State University
Dakota State University is a small, focused, public institution dedicated to
providing excellence and leadership in computer/information systems and
the megration of this technology into selected academic disciplines. Located
in the eastern economic region of South Dakota, approximately fifty minuter north of the Sious Falls Regional Airport, Dakota State offers excellent
user north of the Sious Falls (and or recreational apportaments in the southand outdoor recreational opportunities in the southaccess to transportation and or emiakes region of the state.

emlakes region of the state.

College of Business and Information Systems

The College of Business and Information Systems is one of four academic the College of Business and Information Systems is one of four academic auts of the institution, and offers Bachelor's degrees in Business Administration and Business. Computer and Marketing Education as well as fully attolated associate of science degrees in Business Management, Application Programming, Modern Office Systems and Medical Record Technology. The Application Programming and Information Systems degrees are also offered in an evening program in Sioux Falls, the state's largest metropolitan center. The College is housed in a new building with office and miliple classroom access to the University's micro and maintrante computing facilities through a local area network. The University has an IBM 4381 supporting interactive computing through VM, a 191C, mini-computer running UNIX, and on-line access to an IBM 9121-260 running MVS.

The Dean

The Dean

The Dean

The Dean is the academic and administrative officer of the College with responsibilities for the reaching, research/scholarship and service functions of the College. The University seeks an individual with vision to provide dynamic participatory leadership for the diverse constituencies within and extend to the College and the University. DSU deans currently have teaching responsibilities in their respective college.

Qualifications
The Dean will be expected to have an earned doctorate or equivalent terminal degree appropriate for the disciplines of the College; demonstrated excellence as a classroom teacher; a record of or demonstrated potential for sademic administration and management; an understanding of the roles of sudent and faculty involvement in scholarly activity, unternships and related activines in undergraduate education; a willimpness to work within the collegial nature of a small campus to foster the focused activition of the University; and research activities of the behavior of the control of the University; nd a record of scholarly activity or other accomplishments.

Applicants with experience and expertise in computers and information systems and the ability to work with business, industry, education, and government organizations and leaders in these areas are especially encour-

Applications
The desired starting date is July 1, 1992, but not later than September 1, 1992. Letters of application; resume, and names, addresses and telephone numbers of at least three references should be sent to: Office of the Academic VEP President & Procost, BIS Dean Search Communice, Dakota State University, Madison, SD 57042-1799; phone (605) 256-5112; FAX (605) 256-506; E-mail COOKD@SD.BITNET

For full consideration, applications should be received by February 28, 1992.



DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

DEAN OF RESOURCE DEVELOPMENT

LeCroy Center for Educational Telecommunications Richland College, Dallas, TX

The LeCroy Center for Educational Telecromonome atoms barnesses the power of technology for a most meaningful purpose. To expand access to learning for individuals, business, and communities. The Center provides live, educational television programming to remote learning sites—throughout Callas County, the state, and the nation. The Center, located adjacent to the Richland College campus, is part of the several amous Dallas County Community College District.

the Center is seeking applicants for the position of Dean of Resource Developened, an administrative position to manage the resource development functions at both Richland College and the LeCroy Center. Responsibilities include obtaining new sources of funds by developing proposals, proposal kilowup, environmental scanning functions, interpreting legislation, and developing strategies for joint venture projects with corporations and companies.

Requirements are: Master's degree or equivalent, and live years of experience to include successful research and proposal writing, management/administration of grants and monitoring of origining starts, and writing with a variety of foundations, corporations, and governmental agencies for analysis of the second seco

for application send a letter of interest and resume to Pani Quinn, Vice Pesident, LeCroy Center for Educational Telecommunications, 9396 Walnut St., Dallas, TX 75243-2112. A DCCCLD application form will be sent to applicants for completion and return. All application materials must be received at the LeCroy Center by the deadline: Lebraty 19, 1992.

SECULPAN Employer

relited Science: Tenure-track faculty parallel of open Fall 1992. Responsible fur tacking undergraduate courses in Public with an introduction to Public dynamical dynamical dynamical dynamical dynamical formation. Americal dynamical consider ABD (Ph.D. must be marked by December 1, 1992. Assistant self-cuspon and experience. Duties may seplection, festing, Send letter of sums, advantages, references and branches for season, reference in the self-cuspon tensions. Send letter of sums, advantages, references must branches to Political Science. Search, University Commencerate to Political Science Search, University Commencerate with qualifications and experience. Duties may seplection, festing in the proposal season of the propos

Political Science: Applications are invited for a tenure-track position in American specials for a tenure-track position in American politics in the Department of Political Science seeks the property of the

Head of Reference and Information Services

The Gaivin Library of the lilinois institute of Technology, located three miles south of Chicago's Loop, is looking for a department head to provide leadership in reference and information services. The successful candidate will be responsible for planning and implementing the library-wide automated systems support services and management of all library automatical systems operations. This challenging position requires excellent management skills to oversee relevances services, distabase search services and special collections. Qualifications include an ALA-accredited MLS degree, significant communication skills, knowledge of automated library systems, new technologies and applications in enhancing library user services. Applicants should send latter of sp-The Galvin Library of the Itlinois In-

Applicante should send letter of application, résumé end the names addresses and phone numbers of three references to Office of Human Resources, litinois institute of Technology, Room 302, 3300 South Federal, Chicago, IL 68016. Illinois institute of Technology is an acust opportunity affirmetive security of the control of the control

Economics MA's, ABD's and Ph.D.'s

The Civic Education Project—at educational program sponsored by the Soros foundation and Yale University to assist reform efforts in Central European so-cial science departments—is recrulting young economists for year-long teaching appoint-ments in Czechoslovakia, Hungary, Romania, Bulgaria, and the Baltics. Deadline: February 1/101 ing. For brochure and app tion call: (203) 432-3218.

PENNSTATE



CHIEF ACADEMIC OFFICER DIRECTOR OF ACADEMIC AFFAIRS

Applications and nominations are invited for the position of Director of Academic Affairs at the Fayette Campus of The Pennsylvania State University. The Director reports to the Campus Executive Officer and provides leadership to the faculty for all academic matters.

The position offers a unique opportunity to work with the colleges and departments of Penn State University in providing leadership for the professional development of faculty and for academic program initiation. Responsibilities include faculty recruitment and evaluation, encouraging scholarship, and fostering service to the campus and community.

The Fayette Campus is a commuter campus, 200 acres in size and situated in the scenic Laurel Highlands of Southwestern Pennsylvania. The diverse student body is comprised of more than 1000 full and part-time students. The campus offers baccalaureate programs in nursing, administration of justice, general arts and sciences, and the first two years of more than 120 other Penn State undergraduate degrees. It also offers several associate degree programs and a wide array of credit and non-credit continuing education programs.

Qualifications: An earned Doctorate, academic administrative experience, and a minium of five years experience involving a combination of teaching, research and scholarship is required. Candidates should possess strong interpersonal and communication skills and the academic qualifications for a tenured, senior ranking faculty appointment at Penn State. Experience in academic planning, faculty recruitment and development, budgeting, grantsmanship and faculty governance is desirable. This twelve month continuing position includes an excellent

Review of applications will begin March 1, 1992, and continue until the appointment is made.

Send nominations or applications with resume and the names, addresses and telephone numbers of three references to: Dr. Jack P. Royer, Associate Dean, Commonwealth Educational System, THE PENNSYLVANIA STATE UNIVERSITY, 111 Old Main, Box CHE, University Park,

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

PADUCAH COMMUNITY COLLEGE DEAN OF ACADEMIC AFFAIRS

Directed at the confluence of the Ohio and Tennessee Rivers, Paducah Community College is the western most of the University of Kentucky's 14 community colleges. Founded in 1932 as Paducah Junior College, the institution enjoys a rich tradition of Academic excellence and close ties to the

The Dean of Academic Affairs reports directly to the President of the College, and is responsible for the administration and supervision of the faculty and all instructional matters.

Qualifications Desired:

• Farged Doctorate Record of excellence in teaching and Academic administration

Deep commitment to the tenets of participatory management
 Demonstrated understanding of the mission of a comprehensive

Application Procedure:

Submit a letter of interest listing qualifications, a current résumé, all tran-scripts (unofficial acceptable until finalists are selected) and a list of five current references to:

Ms. Jeffre Dreyer Director of Personnel Paducah Community College P. O. Box 7380 Paducah, KY 42002-7380

The committee will begin to review applications on March 1, 1992. Starting date is on or before July 1, 1992.

An Affirmative Action, Equal Opportunity Employer



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

DEAN OF GRADUATE STUDIES

Clarion University

Applications are invited for the position of Dean of Graduale Studies Located in scenic northwestern Pennsylvania, Clarion is part of the State System of Higher Education with a graduate enrollment of 460 students and a total enrollment of approximately 5,200 students. Clarion offers quality graduate programs in the Colleges of Arts and Sciences; Business Administration; Communication, Computer Information Science, and Library Sciences; and Education and Human Services.

Ciarion University is building a diverse academic community and encourages minorities, women, Vietnam era veterans and persons with disabilities to ap-

Responsibilities: The Dean of Graduate Studies reports directly to the Provost and Academic Vice President and administers the office of graduate studies. He/She is responsible for advocacy, administrative support, and promotion of all graduate programs offered by the university. He/She will facilitate faculty alloris to secure grant funding for faculty development and research at the local, state, and federal levels. The Dean will support, as a high priority, teaching excellence, scholarly research, and faculty development. The Dean must be committed to promote cultural diversity in the student population. Qualifications: Successful condidates will have an earned doctorate and substantial graduate teaching experience; significant administrative experience at the departmental or assistant/associate/dean level with graduate programs; evidence of recognized scholarly research or creative activity; success in securing external funding and an administrative style that is collegial and supportive of the interests of faculty.

Salary: Salary is competitive, excellent benefits package.

Appointment Date: July 1, 1992. Screening of applications will begin March 6, 1992. Applications received after the deadline will be reviewed as necessary until the position is filled. Interested applicants should submit a letter of application, a current resume, and three recent letters of recommendation to: Dr. Colloen McAber, Chair, Search Committee, 109 Davis Hall, Clarton University, Clarton, Pennsylvania 16214. Telephone: 814-226-2581, FAX Number: 814-226-2039.

Clarion University is an Affirmative Action, Equal Opportunity Employer.

preferred. The teaching load is seven (7) Annual Salary and Benefits: HK\$109,FC9courses per year and includes an introduction to politics. Hanover College is an indetion to politics. Hanover College is an inde
HK\$771, S20-516,480 by 7 lacrements BAR.

HK\$773, Description to politics. Hanover College is an inde
HK\$771, S20-516,480 by 7 lacrements BAR.

courses per vezer and includes an introduction to solitios. Hanover College is an independent, selective, residental liberal arts college associated with the Precipiterian Church, Please send letter of application, vitae, transcripts, and at least three letters of recommendation to Christine Wikox, Secretary to the Political Science Search Committee, Hanover College, Hanover, Indiana 47243. AA/EOE.

Psychology: The Chinese University of Hong Kong (Gounded 1963) offers comprehensive programmes up to Ph.D. level in the Humarities, Business Administration, Sciences, Medicina, Social Science, Education, Engineering and Architecture. Current student carolingar its 9, 208 full-time equivalent, which will expand to 11,500 by 1984-95. The University is very active in promoting research and consultances and laking with isdustry and the business sector worldwide. Both Healish and Chinese are used in teaching and administration. Applications are invited for Lectureship in Department of Psychology: Application for continuing a politic psychology. Application for continuing and science in the University is very active in promoting research and consultances and laking with isdustry and the business sector worldwide. Both Healish and Chinese are used in teaching and administration. Applications are invited for Lectureship in Department of Psychology. Application for cedure: Sand full resume in Chinese in the Chinese are used in teaching and administration. Applications are invited for Lectureship in Department of Psychology. Application for cedure: Sand full resume in Chinese in the Chinese are used in teaching and administration and addresses of specificres, together with especialization in experimental or considered the consideration of the control of the consideration in apperimental or consideration for cedure: Sand full resume in Chinese in the consideration of the consideration of the consideration in apperimental or consideration in the consideration in the consideration in the consideration in the consideration in the





WESTERN MICHIGAN UNIVERSITY

WESTERN MICHIGAN UNIVERSITY invites applications for the positions of DEAN OF STUDENTS and DIRECTOR, CAREER PLANNING AND PLACEMENT (search re-opened).

DEAN OF STUDENTS

The Dean of Students, who reports to the Vice President for Student Affairs, is responsible for the development and maintenance of student life programs (Campus Recreational Activities, Hand-capped Student Services, International Student Services, Off-Campus Life, Residence Hall Life, Student Life, and University Judiciaties) for a student body of approximately 27,000 i) for a student body of approximately 27,000.

The successful candidate for the position will have an earned doclorate or terminal degree; extensive administrative experience in student affairs; strong organizational and communication skills personnel management experience/skills; knowledge of budgetary processes and control; ability to work with a diverse student body, and demonstrated ability in creating and implementing innovative

Applicants should submit a letter of application, vita, and three professional references (including names, position titles, addresses, and telephone numbers) to: Ms. Stella Morado, Chair, Dean of Students Search Committee, Division of Student Affairs, 2311 Faunce, Western Michigan University, Kalamazoo, Mi 49008. All application information should be submitted by March 15, 1992. The preferred appointment date for this position is on or about July 1, 1992.

DIRECTOR, CAREER PLANNING AND PLACEMENT

The Office of Career Planning and Placement is one of 14 departments in the Division of Student Affairs and reports directly to the Vice President for Student Affairs. The director supervises a department that includes six professional staff members in Career Planning and Placement and Student Employment Referral Service. The director must possess a doctoral degree in a counseling-related field or an equivalent combination of education and experience in higher education administration. Candidates should possess several years of progressively responsible management experience in care er education administration. Candidates should possess several years of progressively responsible management experience in ca-reer services, preferably at a comprehensive university with a vari-ety of professional programs. Also, the candidate must be eligible for Michigan licensure as a Professional Counselor. Salary is com-mensurate with experience; a full benefit package is available.

Send a letter of application, vita, and three letters of reference to: Dr. Norman M. Kiracofe, Chair, Career Planning and Placement Search Committee, Division of Student Affairs, 2305 Faunce, Western Michigan University, Kalamazoo, MI 49008. All application information should be submitted by March 15, 1992. Anticipated appointment date: August 1, 1992.

WESTERN MICHIGAN UNIVERSITY, A Carnegie Classification Doctoral I institution, is located in Southwest Michigan midway between Chicago and Detroit. Kalamazoo is part of a metropolitan area of about 225,000 offering varied business, research, and industrial operations as well as cultural and recreational activities.

All applicants must have a demonstrated commitment to Equal Opportunity and the goals of Affirmative Action. Western Michigan University is an Equal Opportunity, Affirmative Action employer and encourages the application of women and minorities.

DEAN - SCHOOL OF BUSINESS & ECONOMICS

Salem State College, a comprehensive liberal arts institution located 25 miles north of Boston, is seeking to fit the position of Dean, School of Business and Economics. The Dean will be responsible for the planning, direction, supervision and administration of the School. Qualification ning, direction, supervision and administration or the School. Qualifications include several years experience as a faculty member and administrator, highly developed communication and interpersonal skills, a thorough knowledge of and experience with higher education principles, practices, and procedures, with teaching techniques and methods and with AACSB Standards of Accreditation, academic credentals and procedures within a procedure authority to the rock of professor within a experience suitable for appointment to the rank of professor within a discipline in the School and suitable to fulfill the duties and responsibilities. sibilities of the position. An earned doctorate (D.B.A. or Ph.D. in appropriate discipline) and a commitment to and/or experience in working in a multicultural/multiracial environment with students of diverse backgrounds and learning styles are preferred. Salary is in the mid-fifties. The position does not carry rank or tenure.

Application review will begin March 1, 1992 and continue until the post-

To apply, send letter of application and resume to: Office of Afative Action, Salem State College, 352 Lafayette St., Salem,

SALEM STATE COLLEGE IS AN EQUAL OPPORTUNITY/AFFIRMA-DYER, PERSONS OF COLOR, WOMEN AN PERSONS WITH DISABILITIES ARE STRONGLY ENCOURAGED TO

Salem State College

Psychology: The Psychology Department at Sarah Lawrence Collega invites candidates in perception and memory to apply for a full-time three-year position. We seek candidates with interest to conceptual issues and in the historical development of experimental Psychology as well as in contemporary empirical research. Applicants should have a Ph. D. and a strong commitment to teaching undergraduates Experimental Psychology in a seminar context. Please send a resum, statement of intrest, reprints, and letters of recommendation to: leagh Held, Family Secretary, Sarah Lawrence College, Bronxville, New York 10708. Sarah Lawrence is an equal oppor-

tunity employer. Review of applications is begin Merch 15. Applications may be sub-mitted until April 15.

Fsychology/Counselling: Clinical or Counselling Psychologist. This Department of Psychology at Cloveland State University has a second opening for a temper-inck position at the Assistant or Associate Professor level starting Fall 1992. The successful candidate should have a Ph. D. in clinical or counseling psychology and be licensed or license-eligible in Ohio. Desirable specialities include child clinical and/or militicultural applications of childs psychology, treatment with minority populations, or



THE COLLEGE OF WILLIAM & MARY **School of Marine Science**

Virginia Institute of Marine Science **DEAN OF GRADUATE STUDIES**

The Virginia Institute of Marine Science at the College of William and Mary invites applications for the position of Dean of Graduate Studies in the School of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine Science, and is the senior faculty member and principal academic officer for the graduate program. The Dean of Graduate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary leadership to assure the highest standards for curriculum, teaching and student qualifications.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of oceanography or related field appropriate to marine science.

A letter of application, curriculum vitae and the names of four references should be sent to:

Dr. L. Donelson Wright, Search Chair School of Marine Science Virginia Institute of Marine Science Gloucester Point, VA 23062

Review of applications will begin on February 17, and will continue until the position is filled. To ensure full consideration, letters of application and nomination should be received by the close of business on that date. Nominations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1992.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employ

Dean of the Social Sciences Division

ueens College invites applications and nominations for the position of Dean of the Division of Social Sciences. One of the senior colleges of the City University of New York, Queens is a coeducational, nonresident college ocated on an attractive 76-acre campus and offers a challenging liberal arts education to a highly diverse population of more than 18,000 undergraduate and graduate students.

The following departments report to the Dean: Accounting & Information Systems, Anthropology, Economics, History, Philosophy, Political Science, Sociology, and Urban Studies, plus the Craduate School of Library & Information Studies, and over 150 faculty.

Candidates should have demonstrated administrative capabilities, commitment to a liberal arts program, broad interest in the social sciences, a record of scholarly achievement and research, recognized academic judgment, an carned PhD in an appropriate social science discipline, and merit appointment as a tenured full professor.

Salary: \$87,236-\$89,513; excellent fringes. Send letter with vita by March 30 to Academic Senate Office, Box CHE, Queens College/CUNY, Flushing, NY 11367-1597. ANEOE



therapy with underserved urban populations. Responsibilities include undergraduate and graduate teaching, chinical supervision in the MA level chical/counseling program, and continuing research in the applicant's area of interest. The successful candidate will be expected to actively participate in program development for both the current clinical/counseling MA and a proposed clinical Psy. D. CSU's modern 70 acre campus is located near downtown Clevelsend and airracts 19,000 students from the city and its surrouseling suburbs.

The Psychology Department supports the versity in functive within the first property of the college of

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ASSOCIATE DEAN, TECHNICAL SERVICES AND SYSTEMS DEVELOPMENT

UNIVERSITY LIBRARIES

Northeastern University

Responsibilities: Plan, administer, and provide leadership for the technical services and systems development functions of the Northeastern University Libraries. Effectively organize slaft, utilize fiscal and technological resources, and give direction to departmental units for acquisitions/serials, cataloging, networked support systems, and archives/special collections. Work closely with the Dean and other administrative officers as strategic, long-range, and general administrative planning, on policy formulation, and on funding, budgeting, and grants. Coordinate plans and administrative services, collection development, and administrative services. Represent the development, and administrative services. Represent the University Libraries regionally and nationally on technical services and automated support systems matters.

A new, centralized library on the Boston campus opened in 1990.

Annual acquisitions purchases exceed \$3.5 million. The Libraries hold membership in OCLC, Nelinet, and the Boston Library Consortium CARL Systems and Tandem computers are the platforms for the public access Northeastern University Libraries Information System (NULLS) and for integrated processing services support. NULIS also serves as the Libraries primary

Qualifications: ALA necredited MLS degree. At least five years of substantial managerial experience in automated technical services and in analysis, planning and implementation of systems and networks. Strong administrative leadership, communication, interpersonal, analytical, planning, and organizational skills. Able to work effectively with individuals and organizational skills. Able to work effectively with individuals and groups from among various sendemic, administrative, and library constituencies, and to articulate and advocate goals and innovative programs. Thorough understanding of concepts of technical services and of automated information services support in academic libraries. Knowledgenble about trends in higher exhibitation, to academic libraries. education, in academic libraries, and in emerging relevant technologies and support systems. Commitment to professional growth and staff development.

Salary: \$60,000 minimum, depending upon qualifications and experience. Excellent benefits package.

Applications received by March 6, 1992, will receive first consideration in this reopened search. Please send a letter of application, resume, and the names of three references to:

> Alnu R. Benenfeld, Dean Northeastern University Libraries 320 Suell Library 360 Huntington Avenue Boston, MA 02115

Northeastern University is an affirmative action, equal opportunity employer.



CUESTA COLLEGE San Luis Obispo, California

Now accepting applications for the following fulltime position:

Application Deadline: 3/6/92, 4:00pm

ng garantay talah aya ke i**yek**i DEAN OF HUMANITIES

 Master's Degree required. •Administrative leadership experience in higher education • Two years of teaching/counseling, college level preferred.

Responsible for Arts, Humanities, and Social Sciences.

Write or call for an application packet:

CUESTA COLLEGE Personnel/AA Office P.O. Box 8106 San Luis Obispo, CA 93403-8106 (805) 546-3127 Fax (805) 546-3907 Cuesta College is an EEO/AA Employer

Search Committee, Department of Pas-chology, Cleveland State University, Eu-clid Avenue at East 24 Street, Cleveland, Ohio 44; 15. For further information please contact the Chairman, Dr. Steven Slane, at 216-687-2544. Application review will begin February 1, 1992. Cleveland State Univer-nity is an Affirmative Action, Equal Oppor-tunity Employer.

chologist (or professional counselor with Ph.D. and expertence in closely allied held available immediately. Ph.D. or Ps.D. from APA approved for equivalent programs and APA-approyed for equivalent professions and APA-approyed for equivalent professions of english for licensure in the State of Georgia atomic preferred. Licensure requires since general psychology skills (evaluation treatment and referral), Experience in Successions and sense and sense psychology, short-sing psychology, the psychotecapy, treatment of addictive disorders and abuse survivors highly desired.

RULLETIN BOARD: Positions available

DEAN, SCHOOL OF ARTS AND SCIENCES

Jersey City State College is a culturally diverse urban institution located in the greater New York metropolitan area. It is one of nine state colleges of the New Jersey system of Higher Education. The College offers undergraduate and graduate programs to over 7,500 students and has a faculty of almost

Responsibilities: The Dean of Arts and Sciences reports to the Vice President for Academic Attairs and Provost and has the primary responsibility for the quality of the academic programs in the School of Arts and Sciences. including the Basic Skills and General Studies Programs of the College. Primary responsibilities include academic program development, budget and administration of personnel policies for the faculty and staff. The Dean evaluates departmental proposals for new programs and new courses and makes recommendations to the Vice President for Academic Affairs and Provost for new programs and courses, facilities, equipment and staff in the School. Currently 17 academic departments and four program coordinators report to the Dean. A number of academic support services also report to

Minimum Qualifications: Candidates for the position must have an earned doctorate or other appropriate terminal degree and successful administrative experience. Substantial experience and achievement as a teacher and scholar and commitment to furthering the educational aspirations of a highly diversified student population in an urban college are desirable. Application and current resume should be addressed to: Dr. Carlos Her-

nandez, Vice President for Academic Affairs and Provost.

JERSEY CITY STATE COLLEGE Jersey City, N.J. 07305

Deadline Date for Applications is February 22, 1992

AA/EOE

TRENTON STATE COLLEGE



DEAN SCHOOL OF BUSINESS

eximately 6000 students and 850 faculty and staff. We are proud that we are achieving the goals of attracting a diverse and talented student body and attracting a diverse and talented student body and staff, and developing a reputation for academic excellence in public education. The student body is rated "highly selective" by Barron's Guide to Colleges and Universities. Trenton State College is located on a lovely, 225-acre campus in Ewing Township, New Jersey. The campus is within easy driving distance of both New York and Philadelphia. Benefits and salaries are competitive. The School of Business consists of four departments and offers programs in accounting. four departments and offers programs in accounting, business administration, economics, finance, management, marketing and business education. There are approximately 40 full-time faculty and about 1000 students. <u>Responsibilities</u>: Under direction of the Vice President for Academic Affairs, the dean acts as the senior academic officer of the School of Business and assumes overall responsibility for the development, modification and administration of programs necessary to meet the academic needs of students served by the school and for the fostering of excellence in programs, instruction and research. The dean will supervise the development of programs to meet standards of accreditation. He or she will maintain a working relationship with other academic units of the institu-tion, with the president, the vice presidents and other administrators and with relevant external agencies including the Middle Atlantic Association of Colleges of Business Administration. The dean supervises the recruitment and hiring of new faculty and staff and makes recommendations for appointment and tenure | TSC is an AA/EOE.

Trenton State College is a public, comprehensive undergraduate institution with a full-time enrollment of the dean makes recommendations for promotions to the dean makes recommendations for promotions to the Promotions Committee. He or she is responsible for the establishment, utilization, and maintenance of the facilities and equipment of the School and coordinates the efforts of the departments of the School towards the achievement of the goals of the School and the College. The successful candidate will develop the budget for the School in cooperation with the department chairs of the School and other Deans and the Vice President for Academic Affairs. Other responsibilities include supervision of clerical and technical support staff and maintaining availability for all students and faculty. The dean presents the goals of the college and the position of the administration to the campus, the

School and the community.

Outlifications: The successful candidate will possess an earned doctorate in business or economics and will qualify for a tenured appointment at the rank of profes sor. The successful candidate also will have adminis trative experience in undergraduate and graduate programs. Experience with the AACSB accreditation process is preferred. The review of applicants will begin on February 28, 1992 and the search will remain open until a candidate is selected. The position is available July 1, 1992. Candidates should submit a letter of application accompanied with a vita, salary requirements, and the names, addresses and phone numbers of three references. Address all correspondence to:Dr. Robert Bittner, Chair, Dean Search Committee, Office of the Vice President for Academic Affairs, Trenton State College, Hillwood Lakes, CN 4700, Trenton, NJ 08650-4700. To enrich education through diversity,

DEAN, HAWORTH COLLEGE OF BUSINESS **WESTERN MICHIGAN UNIVERSITY**

The University: Western Michigan University is a Carnegie Doctoral I university with an enrollment of 28,000 students, 25% at the graduate level. Six colleges employ 750 faculty

The College: The Haworth College of Business includes the departments of accountancy, business information systems, finance and commercial law, management, and marketing. One hundred ten faculty members and 40 administrative and apport staff serve 7,000 students enrolled in B.B.A. M.B.A.

and M.S.A. programs.

The Position: As the college's chief scademic and executive officer, the dean reports to the provost and is responsible for structional, research, and external programs and for main-

taining AACSB accreditation.

Qualifications: The successful candidate will have an earned doctorate in business administration or a related field with lemonstrated success in administrative positions in a university, business or government setting; an a cademic record that merits appointment to the rank of full professor; and successful experience in fund raising. Involvement with AACSB, including accreditation experience, is highly desirable.

Procedures: Screening begins 3/2/92. A statement of inter-

est, current vitae, and the names, addresses and telephone umbers of five references should be sent to Paula Carabelli, In W. Krinsky & Associates, P.O. Box 91869, Pasadena, CA 91109-1869, (818)568-3311, Pan (818)568-1656.

WMU is an equal opportunity employer and encourages qualified women and members of minority groups to apply.

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Adicallors Management: Director of fish bostlops. The University of Texas Medical financia series a talented and experienced policialors professional who will be responsible for directing an institutional policialors professional who will be responsible for directing an institutional policial policial professional conduction and performed management in partial professional production and personnel management the ability to manage multiple profess to address the second while the professional description and personnel management the ability to manage multiple profess of agreed the second second professional description and personnel management the ability to manage multiple profess of agreed as a second seco

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Purchasing: Assistant Professor in Purchasing and Materials Menagement. The candidate must have a strong research unerfation and be able to work effectively with faculty and students. Major reaching responsibilities will be in Purchasing Management and a Chief guidence Management at madurerunder guidante. In else Send 16-tune to Professor Robert Municha his Broad College of Business. Department of Minigerient. Michigan State University, Last Loring, Michigan State University, Last Loring, Michigan State University and firmative action, card opportunity militarion and securities rectaining minimized as active, early opportunity militarion and securities rectaining minimized.

Purchasing: Detector of Purchasing, Florida Antanic University is needing applications for the position reports to the Antania Proposition reports to the Annatan Vice Property for Administration and Finance and is respectable for the octail administration of the distinct. The Director of Purchasing is respectable for all purchasing and contrast receiving functions. The Director of Purchasing said contrast receiving functions. The Director of Purchasing said contrast resolutions.

Eastern New Mexico University - Roswell **DEAN OF STUDENT SERVICES**

Fastern New Mexico University-Roswell seeks applications and nominations for Dean of Student Services (12 month—At Will Contract); salary dependent upon qualifications. Closing date April 1, 1992. Date available July 1, 1992. upon quanications. Crosing data April 1, 1992. Data available duty 1, 1992. Duties and Responsibilities: This is a newly created position which will be iresponsible for student services at Eastern New Mexico University-Roswell (a branch community college of the University) including admissions and records, financial aid, student advisament, counseling, placement, campus union, student government, housing and student outreach (TRIO Program). The IA-van reports directly to the Provost at ENMU-Roswell but has responsibility for coordinating with the Vice-President of Student Services at ENMU-Portales. Also serves as a voting member of the Administrative Council.

Minimum Qualifications: Master's degree in appropriate field with doctor-ate preferred. Three years' experience in student services with additional administrative experience in student services preferred. A commitment to the philosophy of serving students within the mission of a comprehensive commu-

To Apply: Send latter of application, professional résumé, complete official inviscripts and three (3) leiters of professional reference to Personnel Office, ENMU-Roswell, P. O. Box 6000, Roswell, NM 88202-6000. Applicants are unged to provide sufficient information so that their application file may be considered complete at the end of the search period which is April 1, 1992.

New Mexico is an open records state; therefore, it is the policy of the University to reveal to the public the identities of the applicants for whom outside inquities have been made or for whom on-campus interviews are scheduled. AN ISOE

oversees a staff of seventeen employees. A master's degree in appropriate area plus six years' experience in required. Salary range is experience in required. Salary range is 535.920-504, 700. Deadline for application is 535.920-504, 700. Deadline for application is February 13th. 1992. Send letter of application, recuire, and names and phone aumbers of the professional references to: Employment Manager. 500 N.W. 20th Street, Boca Ratun, Florida 33431.

Reading: Two tenure track positions, Fall. 1992. Assistant / Associate Professor. Feach reading graduate and undergraduate courses. Occasional supervision of clinical reading experiences, and student teachers. Participation in scholarly activities leading to uphilication and presentation desired. Qualifications: Doctoral Degree in Readings required. Send letter of application, vita, transcripts, and three letters of recommendation to: Dr. Beverty Boals, Chair, Department of Elemensary Education, Arbanus State University, P. O. Boy 366, State University, Arkansas 72467; (301) 972-3059. Application and content of Elemensary Education, Arbanus State University is an equal onportunity, affirmative neuron employer, malefenade. Minorities and women are encouraged to apply.

Peading Education/Language Arts: The University of Assistant Professor. Division is seeking applicants for any stream of the content of the Complex o

Peading Education/Language Arts: The University of Montana, Assistant Professor, tenure-itself, Rearonshilities: (1) Teaching—Prumary responsibilities: (1) Teaching—Prumary responsibilities may include landstrain, and iteracy assessment practices. Additional responsibilities may include leaching courses related to the reading endorsement and reading masters program. Superation of student teachers may also be expected (2) Service—Normal service excitones a supercide include such things as student advising, participation on University and School of Education committees, as cell as service to professional educators in the region (3) Scholativ activity—Continued Scholariy activity—Continued Scholariy activity—Difficultions, grant writing activities, and other periforn professional artivities. Required Qualifications: (1) Earned

Recreation: Assistant Director of Computs Recreation, University of Illinois at Urbana. Champaign. Campus Recreation—2 positions. Position 1: The Division of Carapus Recreation is seeking applicants for an Assistant Director Intramurals. Position 2: The Division is seeking applicants for an Assistant Director Intramurals. Special Events. Bachelor's degree in recreation, or related field required, master's degree praferred. Demonstrated experience in campus, community, or military recreation. Supervise the work of praduate assistants and undergraduate student employees. Administer the Special Events Area (Position 2 only). Work cooperatively with the other Assistant Director. Salary is competitive with comparable positions. Sizarding date is 1 fune 1992. Full consideration decidine 5:00 p.m. Central Standard Time, 2! February 1997. Materials must include a letter of application, résumé, and three professional references. Mail to Dr. Cary L., Miller, Division of Campus Recreation. University of Illinois, 170 lbd-PE Building, 201 Peabody Drive, Champaign, Illinois 61820. Telephone 217-333-3310. An Affirmative Action. Equal Opportunity Employer.

NORTH HENNEPIN COMMUNITY COLLEGE

Dean of Student Services and Community Relations

North Hennepin Community College is comprehensive two-year community college in the Minnesota Community College system. The 80 acre campus is located in Brooklyn Park, MN and serves the northwest section of the 140 college metropolitan area. The enrollment exceeds 6,000 students in a variety of transfer and two-year occupational programs. The college has a strong relationship with its community expressed in continuing education and community service activities and a vital student services program.

Responsibility: The Dean of Student Services and Community Relations reports directly to the President and provides executive leadership to the College in matters relating to student access, services and activities, counsuling, minority outreach as well as student and community information needs. Working collaboratively as a member of the President's Cabinet, the dean develops, implements and monitors goals, priorities, budgets, staffing policies, regulations and procedures relating to student and community affairs.

regulations and procedures relating to student and community altains.

Qualifications: The position requires a master's degree; doctorate preferred. The Ideal candidate will have substantial managerial experience, demonstrated understanding of student services, commitment to the community college mission and student concerns: demonstrated success in supporting diverse student populations and an understanding of publications, audio visual, data, and talephone communications and the role of marketing in community relations. He/She should possess strong leadership and administrative skills and the ability to promote cooperative relationships to build a successful student life and community relations program.

Applications: Applications will be accepted until February 26, 1992 and must include a letter of application and a complete resume. Applications

Search Committee
Dean of Students and Community Relations
North Hennepin Community College
7411 85th Avenue North
Brooklyn Park, MN 55455

Aftirmative Action, Equal Opportunity Employer

Registear: Augaburg College, Minneapolis, Minneapola. Major Responsibilities: Supervises all aspects of student academic records, registration, transcripts, degree greparation, graduation audits, grade reporting, and transfer to a new administrative computer system. Qualifications: Masson, Training Director. RRTC, P. O. Draver 6189, Mississippi State, Mississippi State, Mississippi State, Mississippi State University is an Affirmative Action, Equal Opportunity Employer.

Employer.

Research Research Scientist to conduct in dependent research on the development of dependent research on the development of nonlinear hydrodynamic theory with Highment; defizing street a stone mentageneric and leadership skills; direct prior experience with operation of comprehensive online student information system. Pull-time; year-round staff position to begin mid-April 1992. Excellent benefits. Augsburg College is a private, coeducational liberal acts college located in Minneapolis, Minneapolis, edited with the Evangetical Luthership Church in America. Enrollment is approximately 3,000 students. We seek individuals committed to the educational inisions of our urban, church-related, liberal acts college to educate and support a diverse student body. Application Process: letter of inquiry, resund, and salary requirements must be received by February 28, 1992. Send to: Personnel Department, Augsburg College, 73121 Avenue South Minneapolis, Minneapolis, S4544. Augsburg College is an Affirmative Action Employer.

Rehabilitation: The Rehabilitation Research and Training Center on Biladness and Low Vision is recruiting a full-time Training Associate for a time-limited appointment. Master's degree preferred, experience in rehabilitation or education is preferred. Duties include providing classroom instruction in computer access technology for the bilad. whitay technical reports on training activities, making oral

t Research Research Scientist to conduct independent research on the development of
nonlinear hydrodynumic theory with Higher-Order Boundary Element Method (HoBEM) and the application of the theory to
predict the nonlinear wave exciting forces
on a Tension-Lez Platform (TLP). Developing computer software to implement
HOBEM theory is a major work to be performed. Will predict the response of an inlegrated TLP system of bull, lendons and
risers to random seas in time domain using
coupled techniques of the HOBEM and Finite Element Method for structure dynamic
analysis. Will analyze and validate edi rile
mathematical models and software packages against available data and verify their
reliability. Will supervise Ph.D. degree
graduats tradeats working on the research
of HOBEM for nonlinear hydrodynamics
and coupled response of the Integrated TLP
system. Salary \$30,000 per year, 40 hours
rer week. Requires Ph.D. in Navai Architecture and Occan Engineering and one
year's related experience in teaching and
research in structural mechanics. Apply at
the Texas, or send resume to the Janaa
Employment Commission, TEC Busikeis.
Auntin, Texas 8778, Job Order \$6521711.
Advertisement paid by an Equal Employment Opportunity Employer.

Pennsylvania College of Technology

ASSISTANT DEAN FOR INTEGRATED STUDIES

Reporting to the Dean of Instruction, this person will be responsible for fiscal planning, personnel management, long range planning, program development, program evaluation, and leadership. Current division programs include Advertising Art. Early Childhood Education, Graphic Arts, Human Servicas, Mass Communications, and Technical Illustration as well as General, individualized, and Technology Studies. The assistant dean interacts with a diverse group of 50 full-time and about 60 part-time faculty who provide instruction to approximately 500.

dean interacts with a diverse group of 30 full-little and about 80 part-lime faculty who provide instruction to approximately 500 students in the division's programs plus required arts and sciences for the entire college of over 4500 FTE. Additional division staff include a division director, four department heads,

Minimum qualifications include a Master's degree in a subject area appropriate to division programs or in educational administration; three years full-time teaching experience:

demonstrated scholarship; experience in developing and implementing innovative approaches to instruction; superior management, leadership, and communication skills;

commitment to both vocational/technical education and the arts and aciences; and a sensitivity to and advocacy for the expectations and needs of students and faculty. A Doctorate,

expeciations and needs of students and faculty. A Doctorate, extensive experience in the college classroom, and grant development experience are desired. To start July 1, 1992. Submit letter of application, resume, and names, addresses, and telephone numbers of three professional references to Personnel Services (18), Pennsylvania College of Technology. One College Avenue. Williamsnort Page 1997.

Technology, One College Avenue, Williamsport, PA 17701. Deadline for applications is February 22, 1992 or units suitable candidate is identified. Interviewing will commence March 1992. Salary is commensurate with credenties and

Located in North Central PA, the Pennsylvania College of Technology is a comprehensive two year institution with a national reputation for the quality and diversity of the devanced

and emerging technology programs. Penn College is a component of The Pennsylvania State University but maintains its own mission, goals, and board of directors. For further

An affirmative action/equal opportunity employer Women and minorities are encouraged to apply.

SUFFOLK COMMUNITY COLLEGE

Executive Dean of Corporate

and Extended Learning

Suffolk Community College, a large, dynamic, multi-campus institution of castern Long Island, weeks applications and monimations for an Executive Dean of Corporate and Extended Learning.

Dean of Corporate and Extended Learning.

The Executive Dean reports to the president and is responsible for planing, implementing, coordinating, and evaluating continuing education, exended learning, and economic development activities and serves as their administrator of the Open Campus Major duties include supervising and evaluating staff responsible for economic development activities, non-credit continuing education programs, and teleconstess; serving as chair of the college-wide Economics Development Council, providing leadership in designing programs to stimulate the economic development of Sulfolk County, providing professional development activities and constonized training for client and industries through the Technif enter, and enhancing continuing education oppurtunities at sites convenient to the population; and serving as liaison with business, industry, and government offices to provide appropriate educational programs.

A master's degree in an appropriate field and significant administrative experience in continuing education in a college setting are required. Community college experience is preferred. The ideal candidate will have demonstrated creative and dynamic leadership, have worked successfully with the business

Review of applications is currently underway and will continue until the position is filled. Applications should include a detailed resume and cover letter describing how the candidate meets the requirements of the position and should be sent to the Office of the President, Suffolk Community College, 533 College Rd., Selden, N.Y. 11784. Suffolk Community College is an AA/EO employer.

and industrial community, is a self-starter, and should be highly mot develop innovative and progressive programs.

one lead faculty, and three secretaries.

PHILADELPHIA'S JESUIT UNIVERSITY

DEAN

COLLEGE OF BUSINESS AND ADMINISTRATION

St. Joseph's University is searching for a Dean for its College of Business and Administration. The College currently has 40 full-time faculty and enrolls approximately 1900 undergraduate and 1700 graduate students. The successful candidate will have demonstrated extraordinary leadership, preferably in an academic setting, and should be committed to the mission and role of a Jesuit business

Review of candidates and nominations begins on February 1, 1992, and continues until the position is filled. The position is effective July 1, 1992. Address applications or ucminations to: Dr. Corolyn Clark, Chair, Search Committee for the Dean of the College of Business and Administration; Department of Accounting; Saint Joseph's Univer-sity; 5600 City Avenue; Philadelphia, PA 19131.

> St. Joseph's University is an Affirmative Action, Equal Opportunity Employer.



School of Marine Science Virginia Institute of Marine Science DEAN OF GRADUATE STUDIES

The Virginia Institute of Marine Science at the College of William and Mary wites applications for the position of Dean of Graduate Studies in the School

of Marine Science.

The Dean of Graduate Studies reports to the Dean of the School of Marine Science, and is the senior faculty member and principal academic officer for the graduate program. The Dean of Graduate Studies is responsible for developing and administering the graduate degree programs of the School of Marine Science, preparation of the academic budget, evaluation of faculty and monitoring staff within the program, and providing the necessary leadership to assure the highest standards for curriculum, teaching, and student qualifications.

The successful applicant must have an understanding of and commitment to graduate education in the ocean sciences, and should possess a distinguished record of teaching and research in the field of oceanography or related field appropriate to marine science.

A letter of application, curriculum vitae and the names of four references should be sent to: Dr. L. Donelson Wright, Search Chair School of Marine Science Virginia Institute of Marine Science Gloucester Point, VA 23062

Review of applications will begin on February 17, and will continue until the position is filled. To ensure full consideration, letters of application and mismination should be received by the close of business on that date. Nominations for the position are also invited. Women and minorities are especially encouraged to apply. The position will be available on July 1, 1992.

The College of William and Mary is an Affirmative Action, Equal Opportunity Employer.

DEAN, COLLEGE OF FINE ARTS Arkansas State University, Jonesboro

The Dean is the chief academic officer of the College of Fine Arts, which is composed of three departments: Art, Music, and Speech Communication and Theatre Arts. The Dean reports directly to the Vice President for Academic Affairs and serves on the university academic council.

Responsibilities: Maintain and develop the quality of educational programs within the college, provide leadership in planning and staffing, promote the fine arts, seek funds for expansion of programs and activities. Qualifications:

Earned terminal degree.
 Excellence in teaching, scholarship, and/or creative activities.
 Academic leadership and management abilities.
 Experience in administration, development, and fund raising to include

Appropriate background for appointment to full professor in a department within the College of Fine Arts.
 Strong aspiration toward developing programs of national and international distinction.

Starting Date: The search committee will begin reviewing applications February 10, 1992. The position will be filled by July 1, 1992, or the search will continue until a suitable applicant is found.

ntions and/or applications: Nominations and/or applications; vita; our current letters of recommendation; transcripts (copies acceptable); at least four current letters of recommendation and supporting materials should be sent to:

Dr. William Holmes, Chair Search Committee College of Fine Arts Arkansas State University State University, AR 72467

ASU is an Equal Opportunity, Affirmative Action Employer Woman and minorities are encouraged to apply.



Director, **Cooperative Extension Service** and Associate Dean College of Agriculture

The Ohio State University is seeking nominations and applications for the Director/Associate Dean position. The Ohio Cooperative Extension Service has 1,000 employees and a total budget of \$39 million with 93 field offices across the state, supported by specialists in the Coolegus of Agriculture, Human Ecology, Veterinary Medicine, and Biological Sciences. The Director/Associate Dean duties include program and policy leadership, supervision and coordination of administrative, instruction, research, and service functions of the Ohio Cooperative Extension Service including Agriculture, Home Economics, Community and Natural Resource Development, and 4-H Youth Development units; recommend allocation of funds, selection, promotion and remuneration of Cooperative Extension Service personnel; provide information for and secure support of public, agricultural, and related industries, state and local governments, governmental agencies and the University; reports to Vice President, Agricultural Administration.

Qualifications include earned doctorate; demonstrated leadership and administration.

Qualifications include earned doctorate; demonstrated learlership and administrative capability; education, research, business, antifor government experience desired.

For nominations, applications, or more information, contact Dr. Rubert J. Gustafson, Chair-OCES Director Search Committee, Agricultural Engineering Dept., OSU, 590 Woody Hayes Dr., Columbus, OH 43210-1057; telephone 614/292-6131; fax 614/292-9448. Evaluation of cardidate applications to begin February 28, 1992.

The Ohio State University is an Equal Opportunity, Aftirmative Action Employer. Qualified women, minorities, covered veterans, and disabled individuals are encouraged to apply.

rote in extrogen induced ronal carcinogenesis. Requires Ph.D. in Blochemistry plus six (6) months' training in biochemical toxicology using techniques such as TLC HFLC, MMR, mass spectrometry and MR, possisabeling. Salary is \$2,083.33 per month. Apply at the Taxas Employment Commission, Galveston, Texas; or send resumed to the Texas Employment Commission, Galveston, Texas; or send resumed to the Texas Employment Commission, Texas and Te

striction, propagation and purification. Applicants must have a Rachelor's Degree in Blo-Medical Science and at least eight months research experience as research experience as research experience as research experience as minimum of one college course each in Human Anatomy, Microbiology and Immunology, Molecular Genetics, Cytogenetics, Pathology, Pharmacology and Recombinant Techniques. The experience to include FCR, DNA recombination and sequence techniques with at least one publication in the medical acleace research field. Employer paid advartisement. Send resume to 7310 Woodward Avenue, Room 415, Detroit, Michigan 4202. Reference Number 111691.

Research/Chemical Engineering: Research Associate needed to conduct experimental studies on attracture and impact of spatial and aratio-temporal patterns on catalytic studies. Study chantic behavior of chemical reactions. Use real time data acquisition systems at connection with computer controlled experiments. Applicant must have ph.D. In chemical engineering: knowledge of FORTRAN, PASCAL, and BASIC ability to use and program VMS, UNIX, and Mactalosh hardware; ability to use mass espectrometer and infrared imaging systems. 40 hours/week, \$25,000 per year. Apoly at the Texas Employment Commission, Howston, Texas, or send resume to the Texas Employment Commission, the Chailling, Austlin, Texas 78778, Job Order 4521718. Adventurent paid by an Equal Opportate the transport of the commission.

educidation of senetic control mechanisms involved in the development and differentiation of mammalian epideraris. Provide close support to ongoing projects simed at development of models for epithelia carcinoseassis, psoriasis and other skin diseases. Must have Ph.D. in Blochemistry or Molecular Biology; three years' research experience in cellular and molecular biology including transpank mice production and in mammalian skin biology; five articles in peop-reviewed journals in the field of skin biology. 344,000/year; forty-plus hours/week. Apply to live fease first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first field of skin biology. 344,000/year; forty-plus hours/week. Apply to Preass first firs

couraged to apply.

Research/Chemistry: Research Associate to conduct independent research in surface chemistry including 110 prepare extra-hin semiconductor, delectric and metal oxide films on a longle crystal surfaces under ultra-high vacuum conditrons, 21 to characterize their structural and electrone properties, 3) to study adsorption, desorption and reaction of molecules on these thin films, and 41 to design model catalytic reactions (elective oxidation of hydrocarbons, dehydrogenation of alcohols, alcohol, suchools, suchools, suchools, alcohols, alcohols

BULLETIN BOARD: Positions available



DEAN COLLEGE OF ARTS AND SCIENCES Florida International University

Florida International University Invites applications and nominations for the position of Dean of the College of Arts and Sciences. The Dean reports to the Provost, provides leadership in the Invited and graduate program development, and considerable program development. ndergraduate and graduate program development, and coordinates overall administration of 8 departments, including the humanities, natural and social sciences, visual and performing arts, 18 departments, including the indifferences, natural and social sciences, visual and performing arts, and the School of Computer Science. The College of Arts and Sciences has more than 4,000 majors and 300 full-time faculty. Degrees are awarded in numerous fields from the bachelor's through the doctorate. About two dozen additional graduate programs are projected for implementation over the next five to seven years.

Rorida International University, a member of the State University System of Florida, is in its inventieth year of operation. It is located on two campuses in the greater Miami area and enrolls approximately 23,000 students in 180 undergraduate and graduate degree programs.

The successful candidate should have a record of intellectual accomplishment worthy of tenur within the College at the rank of professor, the ability to provide academic leadership and a commitment to recruiting and retaining a diverse faculty and student body. Experience in a system with faculty collective bargaining is desirable. Minority and women candidates are urged

The search and selection process will be conducted in accordance with provisions of the Government in the Sunshine" laws of the State of Florida. Meetings and all documents related to the search are open to the public. Salary range is competitive, depending on qualifications and experience. Anticipated starting date is August, 1992.

Applicants should submit a letter of interest, curriculum vitae, and the names, addresses and one numbers of three references to:

Professor Mary L Volcansek Chair, Arts and Sciences Dean's Search Committee Florida International University University Park, PC 523C Miami, Florida 33199

Applications and nominations must be postmarked by February 27, 1992.

An Equal Opportunity, Equal Access, Affirmative Action Employer



Dean. College of Fine and Applied Arts

The University of Akron invites applications and nominations for the position of dean of the College of Fine and Applied Arts. This position offers an apportunity to provide creative and innovative leadership in a university undertaking a new strategic plan for excellence under the guidance of a new president and provoss The appointment will be effective on July 1, 1992.

The University. The University of Akron is the third-largest state-assisted university in Ohio. It offers nearly 2,000 students at its main campus more than 250 associate, bathelor's, and master's degree programs and 17 doctoral degree programs. Located in a metropolitan area of 500,000 people only 30 miles south of Cleveland, UA has the advantages of city life but combines them with the areas exceptional natural resources. Akton supports an art museum, a metropolitan symphony orchestra and chorus, a professional ballet company chamber ensembles, distinguished area artists, musical theatre, community theaters, excellent medical facilities and hospitals, fine schools and community service agencies, and an abundance of recreational facilities.

The College. The College of Fine and Applied Arts will be celebrating its 25th anniversary this year. It has established a reputation for excellence in the educational community of northeast Ohio as well as in the this college system. It has a full-time faculty of 135 and embraces eight academic programs; schools of art, communication, communicative disorders, dance, home economics and family ecology, music, social vork, and theatre arts. In addition, the college has exceptional facilities, including one of the finest performing

The Students. The student body is diverse and represents many backgrounds and interests. Dormitories iouse 2,500 of the students and another 4,000 live in private housing adjacent to the University. The majority of students work to finance their education and are equally industrious and serious about achieving their 🙉

Qualifications. The candidate must have a terminal degree in one of the disciplines of the college: experience as department head or in higher administrative rank; experience in development and fundraising; teaching experience and significant scholarship or creative activity to qualify for the rank of professor; and successful experience in community relations. The candidate must be sensitive to the diversity of the college's academic areas and have a demonstrated commitment to affirmative action and equal employment opportunit Application. Applications are due l'ebruary 28, 1992. Applicants should submit a complete résumé and three letters of recommendation. Nominations, including the address of the numinee, should be received by February 7, 1992. Women and minorities are encouraged to apply. Salary and rank are competitive and will be commensurate with qualifications and experience. Numinations and applications should be sent to: Andrew Borowiec, Chair, Search Committee for Dean of College of Fine and Applied Arts, School of Art, The University of Akron, Akron, OH 44325-7801.

The University of Aktion is an Equal Education and Employment Institution

Dean. School of Arts & Sciences

Bridgewater State College seeks applications and nominations for the poston of lounding dean of the newly formed School of Arts & Sciences Reporting to the Dean are the Departments of Art, Biological Sciences, Chemical Sciences, Earth Sciences & Geography, Economics, English, Ionign Languages, History, Managoment Science & Artistion Science, Mathematics & Computer Science, Music, Philosophy & Hebiguius Sadits, Physics, Pointest Science, Psychology, Surfal Work, Licernlogy & Anthronology and Speech & Computer Science, Psychology Surfal Work, Science, Marketing & Death, Arts & Computer Science, Psychology, Surfal Work, Science, Marketing and Science, Psychology and Speech & Computer Science, Psychology, Surfal Work, Science, Science, Psychology, Surfal Work, Science, Science, Psychology, Surfal Work, Science, Sci & Anthropology, and Speech Cummunication. Theatro Arts & Communication Disorders. The Doso, who reports in the Vice President for Academic Alfans, will play a critical leadership into in developing and assessing the curriculum, hung facility, budgeting, and program daining the Dean will also have significant coordinating functions with the College's new Stomanon Cheer by Sechastron the Cortes added to Impurish R-12 and cutting at each and, expected by in mathematics and science, through the applications of computing and commissions.

ha successful candidate should have a terminal degree (if it it) in one The successful candidge strond have a terminal degree (Iff. D.) in one of the disciplance of the school, a strong surctuance record of research and publication, a strong record of activity with appropriate professional organizations, extensive experience as a factury member in an artist and exherces department, a record that understess increasing timels of administrative exponsibility appropriate to a school dean, and furnism by with recent developments in higher education curricum. The successful candidate will exhibit personal quaktions such as integrity good independ, creatively and a sense of humor trial will allow humber to with collegisty with a wide range of constituences including other administrations, faculty, school destined personnel, and profession and independent of the profession of the personnel and profession.

Bidgewater State College is Ideally situated in a small liver Finyand community close to Boston and Cape Cod. This College has a 150-year stadion in educating treathers. Approximately 38 percent of all content statistics (undergraduate and graduate) are mayoring in education related programs. The College offers Bacterion and Master's degrees on a variety of educational disciplines, as well as the Conflocate of Afranced Graduate. ational deciplines, as we'l as the Controlle of Athannesi Gradual

SALARY: Competitive

GEADLINE FOR A COMPLETE APPLICATION FILE. Goen and continuing by but not place to March 1, 1992. (Letter of application, continuing) As and names, addresses and telephone numbers of bour selectores, about the accomplete file.)

ROBERS ALL INQUIRIES TO: Charperson, Dean of Arts and Sciences Starth Committee, Office of Hurman Resort Star College, Bridgewater, MA 02325



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AUBURN UNIVERSITY Dean, College of Liberal Arts

Nominations and applications are invited in the search for the position of Dean of the College of Liberal Arts at Aubum University, a land-grant univer-sity of 21,700 students. The College consists of the departments of Communi-cation Disorders; English; Foreign Languages; Geography, History; Journal-ism; Philosophy; Political Science; Psychology; Religion; Sociology, Anthropolo-gy and Social Work; Communication; and the School of Fine Arts with departments of Art, Music, and Theatre. The College has a faculty of approxi-mately 300; it enrolls 4200 undergraduate majors and 375 graduate students in 23 M.A., M.S. and Specialist/Professional programs, and doctoral programs in English, History, Psychology and Public Administration. pinations and applications are invited in the search for the position of

In English, History, Psychology and Public Administration
The faculty is committed to excellence in teaching and research/creative activity. The Dean is espected to bring strong interpersonal sidlis to provide creative leadership in the developing and strengthening of the programs in the College. The Dean must possess an earned terminal degree in one of the fields of the College. The Dean is the chief academic and administrative officer of the College and reports directly to the Vice President for Academic Affairs.

On All Leg Associations president. QUALIFICATIONS DESIRED

Record of excellence in teaching and research/creative activity
 Successful academic administrative experience
 Experience in developing extramural resources
 Commitment to faculty participation in university governance
 Commitment to Affirmative Action/Equal Employment Opportunity

The salary and starting date are negotiable. Applications or nominations

Dr. Richard Kunkel Chair, Search Committee 3084 Haley Center Auburn University, AL 36849-5218

Applications should include a letter of interest addressing special qualifica-tions and a résumé, plus a list of five current references. The Committee will begin its review of applications February 1, 1992 and will continue until position is filled. NUBURN UNIVERSITY IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

redymerase chain reaction and Nonhern' cell hybrid and gene dougge analysis. Established research abilities in the field of homeometric control of the contr

Annalysis. Sally, 347-94. m., overdination variable. Must have proof of legal authority to work permanently in the U.S. Seed to prove the permanent to Illinois Department of Copies of revune to Illinois Octobs. Alternative Management of Copies of revune to Illinois Copies of Research / Indicatoria Copies of revune to Illinois Copies of Research / Indicatoria Copies



Beilarmine College DEAN OF THE COLLEGE OF ARTS **AND SCIENCES**

Beliamine College invites nominations and applications for the Dean of Arts and Sciences.

The School of Arts and Sciences enrolls more than 500 undergraduate majors and 100 graduate students and has 55 faculty in 14 departments: Art, Biology, Chemistry, Communication, Education, English, History and Political Science, Math and Computer Science, Music, Philosophy, Psychology, Sociology and Theology.

The Dean of Arts and Sciences is responsible for the direction and development of the academic programs in Arts and Sciences, fostering high academic standards among faculty and students, enhancing exemplary teaching and scholarship, promoting faculty development, managing the fiscal affairs of Arts and Sciences, and developing long-range plans and strategies to promote academic excellence. The Dean reports to the Vice-President for Academic Affairs.

Bellarmine seeks an individual who possesses a Ph.D. in one of the major disciplines represented in the Arts and Sciences, at least three years' administrative experience in higher education, a record of successful teaching, research and publication and other scholarly achievements, and the demonstrated ability to work effectively with other deans and administrators in areas such as institutional advancement and student affairs.

Situated on a beautiful 120-acre campus in an attractive residential area of Louisville, Kentucky, Bellarmine is the Commonwealth's largest private, independent college, Founded in 1950 by the Catholic Archdiocese of Louisville, Bellarmine is governed by an independent self-perpetuating Board of Trustees and enroils 2600 students in undergraduate and graduate programs in three schools Arts and Sciences; the Alian and Donna Lansing School of Nursing, and the W. Fielding Rubel School of Business. The annual operating budget is \$15 million.

Review of applications will begin in February and will continue until the time of selection. Candidates should submit a letter of application, résumé, and the names, addresses and telephone numbers of five references. The appointment may begin as early as June 1, 1992. Address nominations and applications to:

Search Committee for the Dean of Arts and Sciences
Rellarmine College Louisville, KY 40205-0671

Bellamine College is an Affirmative Action, Equal Opportunity Employer ,............

Research / Limnology: Assistant research scientist to coordinate field studies of a large multi-institutional research effort for designing and conducting samplins programs for fish communities in experiencental lakes. Requires computer analysis of large data soit, ecosystem modeling skills, and administering the research program. Requires residing at field stations during the sective field season of mid-May to mid-September; and coordinating research efforts will also require regular visits to research headquarters. Requires Ph.D. in Oceanography and Limnology, and concurrent 3 years' experience in the following area: (a) field experience in whole lake studies, including experience in designing sampling

Michigan 48202. Reference Number 111391.
Research / Limnology: Assistant research scientist to coordinate field studies of a large multi-institutional research effort for designing and conducting sampling programs for fish communities in experimental lakes. Resources computer analysis of large data sets, ecosystem modeling, skills, and administering the research program. Requires residing at field stations during this active field season of mid-May to mid-September; and coordinating research efforts will also require regular yields to research headquarters. Requires Ph.D. in Oceanography and Limnology, and concurrent 3 years' experience in the following areas: 43 field experience in the following areas: 44 field experience in the following areas: 45 field experience in the following areas: 45 field experience in the field with a field experience of the field with a field experience o



BULLETIN BOARD: Positions available

polications for the position of Senior Vice

Teacher

Band nominations or applications to: Office of the President

strong tradition of excellence in threefold

xiucation, one which contributes dynamically

to the intellectual, spiritual and occupational

effectiveness of its graduates. The campus

resident and Academic Dean.

nondenominational, four-year, coeducational Christian college

founded in 1919, accredited by

Colleges and Schools and National Council for the

Education. The University has a

Qualifications include:

as soon thereafter as possible

North Central Association of

Brown University

John Brown University

SENIOR VICE PRESIDENT AND ACADEMIC DEAN

The President and the Board of Trustees of | facilities. The financial position of the

The President and the Board of Thoses of the John Brown University Invite nominations and University is sound, undergirded with a

offers modern, well maintained grounds and the President of the University.

an earned doctorate
 five or more years of successful administrative experience, preferably in a Christian

college or university
strong communication skills
ability to articulate the integrative mission of the Christian college
commitment to the balance of professional and liberal arts programs distinctive of the
John Brown University mission

John Brown University Siloam Springs, AR 72761

The deadline for receipt of materials is February 28, 1992. Position to be filled July 1, 1992, or

John Brown University is an equal opportunity employer

Institute of

Technology

Oregon

PROVOST

The Provost is the principal academic officer of Chespon Institute of Technology and is responsible to the President for all activities and supporting resources islating to curriculum, teaching, scholarship and outreach

Maintaining the tradition of excellence in teaching and currency of subject matter in technologically related programs

Fostering the collegial atmosphere and scholarly productions of the

Delivering education throughout Oregon to meet the various needs of diverse populations and the economy for programs and courses in sophisticated technologies

Be qualified to be appointed as a professor with tenure to an academic department and for personal involvement in teaching, service, and scholar-

To apply or nominate a candidate, call OTE's Personnel Office at (503) 885-1108. An application package will be sent to you which must be received back in complete form by March 31, 1992, to be considered a candidate

Oregon Institute of Technology, founded in 1947, is located on the sunny side

of the crest of the Cascade mountain range and is one of eight institutions of the Oregon State System of Higher Education. It has 2.750 students at its man campus is Klamath Falls and an additional 250 students at the OTI Metro Center in the Portland area.

For more information about the position, you may contact Professor Bud Hart. Chair of the Search Committee at (503) 885-1455

OREGON INSTITUTE OF TECHNOLOGY IS AN EQUAL OPPORTUNITY EMPLOYER

2) Have prior achievement at the level of dean-director or equivalent

The Provost provides creative and effective leadership in

Strategic planning and fiscal management

An applicant must:

significant endowment. The enrollment of

campus is in a lovely community in the growing Northwest Arkansas

responsibility for all academic areas. All other

administrative divisions on campus will report

directly to this person. The Senior Vice

President and Academic Dean will report to

1,045 is at an all-time high. Its 200-acre

The Senior Vice President and

Academic Dean will be a new

position at the University. He or

she will have responsibility for management of the daily affairs

DEAN OF STUDENTS

Longwood College invites applications and nominations for the position of Dean of Students. The appointment will become effective July 1, 1992,

RESPONSIBILITIES: The Dean of Students provides leadership for housing and residence education, student union and activities, campus recreation and intramurals, fratemity and sorority programs, as well as for improving and enhanding the quality of life on campus and promoting student learning in both in-class and out-of-class experiences. The position reports to the Vice President for Student

QUALIFICATIONS: The successful candidate must have an earned doctorate and a record of extensive experience in college student affairs, ability to establish trust with students and student groups, evidence of leadership in support of undergraduate education, and demonstrated com-mitment to multiculturalism and a diverse student

THE COLLEGE: Longwood is a coeducational comprehensive college offering 98 majors, minors, and concentrations for its 3,300 students. Longwood is one of Virginia's tive most selective state colleges and universities. The College, primarily residential, has pioneered in innovative programs of total student development, with emphasis on nelping students live successful and fulfilling lives through opportunities to achieve special intellectual, career, social, and personal goals.

LOCATION: Located in Farmville, Virginia, Longwood is 60 miles southwest of Richmond and 60 miles south of Charlottesville. It offers all the advantages of small-town living with convenient access to major cities and universities. The Blue Ridge mountains, the ocean, and Virginia's many cultural and tourist attractions are within easy criving distance.

TO APPLY: Letters of application should include a curriculum vitee and information in support of qualifications. Review of applications will begin March 1, 1992, and continue until the position is filled.

Applications and nominations should be sent to:

Phyllis Mable Vice President for Student Affaire c/o Employee Relations Longwood College 201 High Street Farmville, Virginia 23909

Longwood College is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply.

DEAN

SCHOOL OF SOCIAL WELFARE

University of Wisconsin-Milwaukee

The University of Wisconsin-Milwaukee seeks nominations and applica-tions for the position of Dean, School of Social Welfare. The School includes a CSWE accredited social work program and a criminal justice program. Both offer Bachelor's & Master's degrees. Social work also offers certification in Marriage & Family Therapy.

Qualifications: Earned doctorate degree & scholarly achievement meriting appointment as full professor with tenure in the School. Commitment to affirmative action & shared governance. Proven leadership & management skills. Experience building university & community relationships. Salary competitive & negotiable.

The University of Wisconsin-Milwaukee is required to release, within two days of a request after the deadline for receipt of nominations and applications, a combined list of all nominees and applicants without differentiation. Send applications including a vita and names & addresses of 5 references

> Diane Pollard, Chair, Search & Screen Committee University of Wisconsin-Milwaukee P. O. Box 413, Milwaukee, WI 53201

Research/Materials Science: Post-Doctoral Scientiat. 40 hours/week, 9:00 a.m. 5:00 a.m

tion; Analytical TEM; SEM; ARS; MTS; Instron. Graduate aducation must include one project each on; corrosion fatisus and fracture mechanics in marine medic; computer modeling of liquid-solid and solid-solid phase transformations; laser-shaping of silicon nitride, Must have proof of legal authority to work permanently in the U.S. Sead resums to: Illmois Department of Employment Security, 401 South State Street-3 South, Chicago, Illnois O6003, Attendon: Joan Syksius, reference & V-IL-4539-S. No calls. An employer paid advertisement.



Bellarmine College DEAN OF THE W. FIELDING RUBEL SCHOOL OF BUSINESS

Bellarmine College invites applications and nominations for Dean of the W. Fielding Rubel School of Business.

w. reading Rubel School or Business.

The Rubel School enrolls more than 435 full-time and 235 part-time undergraduate majors and 350 MBA students and consists of departments of economics, business administration, and accounting. The School employs 22 full-time faculty and also houses the Small Business Development Center and a Center for Professional Development that offers training programs for the business community.

The Dean of the Rubel School will provide leadership in all academic areas represented in the school by promoting scholarship and faculty development, maintaining quality control, developing and implementing new programs that respond to a changing business and management environment, enhancing existing undergraduate and graduate programs, and creating long-range fiscal and academic plans. The Dean reports to the Vice-President for Academic Affairs.

Bellarmine seeks an individual who possesses an advanced degree from an accredited institution in one of the disciplines represented in the School; at least five years of successful experience in higher education, including both teaching and administration; demonstrated skills in dealing cooperatively with faculty and administrators in other areas including institutional advancement and student affairs.

tutional advancement and student affairs.

Situated on a beautiful 120-acre campus in an attractive residential area of Louisville, Kentucky, Bellamine is the Commonwealth's largest private, independent college. Founded in 1950 by the Catholic Archdiocese of Louisville, Bellamine is governed by an independent self-perpetuating Board of Trustees and enrolls 2600 students in undergraduate and graduate programs in three schools: Arts and Sciences: the Alian and Donna Lansing School of Nursing: and the W. Fielding Rubel School of Business. The annual operating budget is \$15 million.

Review of applications will begin in February and will continue until the time of selection. Candidates should submit a letter of application, résumé, and the names, addresses and telephone numbers of five references. The appointment may begin as early as June 1, 1992.

Address nominations and applications to.

Address nominations and applications to:

Rubel School of Business

Bellamine College is an Affirmative Action, Equal Opportunity Employ



Dean Waiter E. Heller **College of Business Administration** ROOSEVELT UNIVERSITY

Roosevelt University invites applications and nominations for the position of Dean of the Walter E. Heller College of Business Administration (WEHCBA). One of five colleges, the WEHCBA has 86 full- and part-time faculty in four departments, serving 1100 undergraduate and 600 graduate majors. The Dean of the Walter E. Heller College of Business Administration will provide the creative leadership necessary to enhance and strengthen these programs. The Dean, who is the chief academic and administrative officer of the College and who reports to the Provost, will have substantial responsibility and the opportunity to make a significant impact on the development of the College and the University. The successful candidate will be an Innovative leader whose vision and motivational skills will help create an atmosphere where excellence in teaching research and service thrive. The successful candidate should possess:

the ability to lead the faculty in the development, evaluation, and administration of strong academic programs, stressing academic excellence in curriculum, instruction, scholarship and advising;
a successful record of creative and dynamic administrative leadership, with an emphasis on consensus-building;
an earned doctorate and strong record as a teacher and a scholar which meets the standards for a tenured professorship in one of the disciplines represented in the College:

represented in the College;

the ability to work aggressively with the Chicago business community to develop partnerships which will benefit students, faculty and the community.

nity;

• the communication and human relations skills allowing successful representation of the College to a diverse set of internal and external constitu-

enterior of the course
encles;
encles;
the ability to represent the business programs in fund-raising activities in both the private and public sectors; and
the level of energy and enthusiasm necessary to spearhead successfully the College's professional accreditation process which is underway. the College's professional accreditation process which is underway. Rooseveit University is an independent metropolitan institution, with a main campus in downtown Chicago and a satellite campus in Arlington Heights, illinois. The University is embarking on a capital campaign—The Roosevelt University Renalisance—which includes plans for significant expansion and development of the Robin Campus. Five colleges offer bachetor's and master's degrees to approximately 6,000 full-time and part-time students.

This position is available July 1, 1992. Nominations and/or résumés with a list of references should be submitted by February 28 to:

Chair. Search Committee.

Dean of the Waiter E. Heller College of Business Administration Roosevelt University 430 South Michigan Avenue Chicago, Illinois 60605

Roosevelt University is an Equal Opportunity, Allimative Action Employer.

instron. Graduate education must include one project each on; corrolion fatigues and fracture mechanics in marine media; computer modeling of liquid-solid and solid-solid phase transfortations; laser-shaping of silicon nitride. Must have proof of least authority; to work permanently in the U.S. Send résumé to: Illinois Department of Employment Security, 40! South Sate Street 3 South, Chicago, Illinois 60603, Attention: Joan Syksius, rethrence # V-IL-4539-S. No calls. An employer paid advertisement.

Résearch/Materials Science: Research Associate. 40 hours/week, 8-5 p.m. Must have proof of legal authority to work permanents and the proving electron and is microscopes, one publication involving electron and is microscopes, one application involving electron and is microsco

Research / Mechanical Engineering: Research Associate. 40 hours/week. 8:00
a.m.-4:00 p.m., \$28,000/year. Bioensingering research on mechanical aspects and the development of low back point and overail alructural response of spine. Design a finite clement model of an SMS (Spinal Motion Segment) that can simulate the human spines mechanism, demands a security apply accumulation, aging process and repellies accumulation, aging process and repellies loading effects on tissues. Resulting B.D. in Mechanical Engineering, or a candidate must have completed all course requirements of receiving a Ph.D. A graduate ments of receiving a Ph.D. A graduate clear Physics, Nuclear Theory.

work must include a project in developing a 3-dimensional finite element model of an 5MS. Graduate work must also include one course each in Experimental Stress Analysis; Analysis and Design of Robotic System; Finite Element Method: Numerical Method. A candidate also must have I year direct experience in the jub offered. Must have proof of legal authority to work permanently in the U.S. Send two copies of ployment Security; 401 South State Stress. Journal of Biolosi Department of Employment Security; 401 South State Stress. Journal of Biolosi Department of Employment Security; 401 South State Stress. Journal of Biolosi Department of Employment Security; 401 South State Stress. Journal of Biological Stress of Stress o

3288200
Residence Life: Residence Hall DirectorPull time, twelve month, live-in position.
Responsible for overall operation of thre
Responsible for overall operation of thre
co-ed residential living centers howing 14
freshmap and 72 upperciast students and
upervision of undergraduate Resident Assistants. Duties include programine, firstcipline, counselling, staff selection, finicipline, counselling, staff selection, finicipline, counselling, staff selection, finifine, advising half sovernment, capital of
free committee responsibility, promotion of

Marietta College

Provost and Dean of the College

Marietta College invites applications and nominations for the position of Provost and Dean of the College

The College: Marietta College is a private, non-sectarian liberal arts college with a primarily residential enrollment of 1,300 and a 13:1 student-faculty ratio. The College houses the sixteenth oldest chapter of Phi Beta Kappa and has recently been ranked the Number 1 regional liberal arts college in the Midwest by U.S. News & World Report. The College has a wide variety of traditional liberal arts majors, special curricula in petroleum engineering, sports medicine, and mass me dia, and two master's degree programs. Through its McDonough Center for Leadership and Business, the College is committed to the cross-curricular development of citizen-leaders.

The Position: The Provost and Dean serves as the chief academic officer, reports directly to the President and is a member of the President's cabinet. The Provost and Dean oversees the College's undergraduate, graduate, and continuing education programs and guides the on-going development and enhancement of the Marietta Plan of general education.

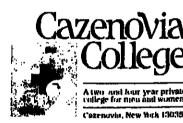
The Candidate: The preferred candidate will be eligible for appointment as a full professor, will have an earned doctorate, a demonstrated commitment to undergraduate teaching in a residential liberal arts setting, and relevant administrative experience.

Initial screening will begin on February 17, 1992. The new Provost and Dean of the College should be prepared to begin his or her duties no later than August 1,

Please send applications or nominations, including a curriculum vitae and three letters of reference to:

> Professor Peter Hogan, Chair Provost and Dean of the College Search Committee Box P-27 Marietta College Mariette, OH 45750-3031

Marietia College is an affirmative action and equal opportunity edu-cator and employer. Women and minorities are encouraged to apply-



ACADEMIC VICE PRESIDENT AND DEAN OF THE FACULTY

POSITION: The Vice Prestrient and Dram is the chief academic officer of the College. The incumbent provides leadership in developing academic policy. The Vice President is a member of the President's staff. Due to retirement this position is available in January, 1993.

QUALIFICATIONS: The successful candidate must have an earned doctorate and at least five years of full-time experience in academic administration at the level of document of the successful with public and private funding

THE COLLEGE: Cazenovia College, founded in 1824, is a thousand student two and four year private college for men and women located in Cazenovia, New York, twenty miles southeast of Syracuse, New York. APPLICATIONS: Candidates should submit a letter of application (or recommended nominations) containing at least three references and curriculum vitae by March 15, 1992 to:

Hartwell P. Morse, Jr., Exec. Ass't. to Pres. Joy Hall, Sullivan Street, Cazentovia, New York 13035 EQUAL OPPORTUNITY: Wunten and minorities are encouraged to apply. Cazenovia College is an equal opportunity employer.

dicational programs and services, coordination of housekeeping and maintenance services. Qualifications include IRA-it's response of the program of the prog Residence the Housing Coordinator—10 spending for management/coordinators of form complex, 862 student resident and luming staff supervision-training. On carupta housing-board provided. Required

ADMISSIONS

we seek experiences of college graduates for our Medical & Veterinary Schools Messe send résumé: Ross University 460 West 34th Street, New York, NY 10001 Attention: Dr. Ross.

RECRUITMENT/

VICE CHANCELLOR FOR ACADEMIC AFFAIRS The City University of New York

The City University of New York invites applications and nominations for the position of Vice Chancellor

The City University of New York, the nation's leading urban university, is a multi-campus, multi-ethnic, publicly-funded system, comprising nine senior colleges, seven community colleges, a technical college, a graduate school, a law school of biomedical education, and an affiliated medical school. More than 200,000 students are enrolled in academic programs, ranging from the associate to the doctoral degree offered at campuses located throughout the five boroughs of New York City.

The Vice Chancellor for Academic Affairs is the chief academic officer of the City University and serves as the Chancellor's representative in all internal and external academic matters. The person appointed as Vice Chancellor for Academic Affairs will also, subject to the approval of its Board, serve as President of the Research Foundation of the City University, an independent, educational corporation responsible for the administration of sponsored programs.

Among the Vice Chancellor's primary responsibilities are: assisting the colleges in developing and strengthening academic programs; long-range scademic planning; developing and evaluating academic policies, curricula, and research initiatives; developing and coordinating special programs intended for students in need of intensive preparation; (estering collaborative programs with the New York City Board of Education; and promoting articulation between the two- and four-year colleges.

The Vice Chancellor for Academic Affaire is a member of the Chancellor's Cabinet and is the responsible administrative officer to the Committee on Academic Policy, Program, and Research. The Vice Chancellor for Academic Affairs provides leadership to promote and enhance the City University's mission and commitment to academic excellence, open access, and equal opportunity for students, faculty, and staff. Leading candidates will typically have:

A demonstrated commitment to the mission and goals of The City University of New York and to

An earned doctorate;

Significant university-level teaching experience;
 A record of distinguished scholarly achievement.

A record or distinguished scholarly achievement;
 A demonstrated capacity for academic leadership with major administrative experience in dealing with complex educational issues; and
 Experience in developing and administering significant programs of sponsored research and familiarity with such fiscal issues as indirect costs.

The position is available on September 1, 1992. The review of applications will begin on Rebruary 3, 1992, and will continue until an appointment is recommended. Salary is \$99,750 per annum minimum. The City University of New York, an equal opportunity/affirmative action employer with a strong commitment to racial, cultural, and ethnic diversity, actively seeks and encourages nominations and applications from

Applications: Applicants should send (1) a letter expressing their interest in the position, (2) their curriculum vitae, and (3) the names, titles, addresses, and telephone numbers of five references (references will not be contacted without the applicant's prior permission).

Nominations: Nominators should send a letter of nomination and, if possible, the nominee's curriculum vitae. pplications and nominations should be sent to:



President Paul LeClerc, Chairperson Search Committee for a Vice Chancellor for Academic Affairs

The City University of New York 535 East 80th Street New York, NY 10021

Adum nol information: Please call Dr. Brenda Spatt, Associate Dean for Executive Search and Evaluation, at (212)794-5740; Pac (212)794-5586. All inquiries, nominations, and applications will be held in strictest confidence.

Northern Illinois University

ASSOCIATE PROVOST Northern Illinois University Invites nominations and applications for the position of Associate Provost. The auccessful candidate will be responsible for providing leadership in continuing NIU's commitment to excellence in a broad range of undergraduate programs. The Associate Provost reports to the Vice President and Provost.

ciate Provost reports to the Vice President and Provost.

The Associate Provost exercises administrative responsibility for the coordination of undergraduate programs, especially in the areas of curriculum, assessment, and academic standards. Duties include oversight of the offices of admissions, registration and records, community college relations, testing, the university honors program, and other special population programs. This position requires an earned doctorate, an academic record commansurate with a senior, tenured faculty appointment in a department of the university, and evidence of the following: a strong commitment to excellence in undergraduate education, relevant administrative experience, the ability to communicate effectively with diverse constituencies, strong interpresonal and problem solving skills, and a commitment to equal opportunity and allimative action.

allirmative action.

Northern Illinois University, established in 1895, is a state assisted, comprehensive research institution which offers programs through seven instructional colleges: Business, Education, Engineering and seven instructional colleges: Business, Education, Engineering and Engineering Technology, Law, Liberal Arts and Sciences, Profession-Engineering Technology, Law, Liberal Arts and Sciences, Professional Studies, and Visual and Performing Arts. The University has over all Studies, and Visual and Performing Arts. The University has over 1,200 faculty members in 40 academic departments and offers 54 1,200 faculty members in 40 academic departments and offers 54 1,200 faculty members in 40 academic departments and offers 54 1,200 facultion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. NIU six-year completion programs, and 18 doctoral degree programs. On the six degree programs. NIU six-year completion programs and 18 doctoral degree programs. NIU six-year completion programs and 18 doctoral degree programs.

rnis position will be available July 1, 1992. Applicants should submit a letter of interest; a complete résume; and the names, addresses, and telephone numbers of five references. Applications and nominations should be received no later than March 9, 1992, and should be forshould be received in later than March 9 and should be forwarded to: Dr. Kendall L. Baker, Chair, Search Committee for Assowerded to: Dr. Kendall L. Baker, Chair, Search Committee for Associate Provost, NIU, c/o Office of the Provost, Lowden Hall 307, DeKalb, (L 60115; 815-753-8387.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Residence tite: Saint Leo 6 oliege, a four-pear Catholi, liberal arts institution located 25 miles north of Tompa, seeks a seasoned Director to mecage all aspects of a residen-tial fire program on a traditional campus with 1,000 cyclents. Requirements. Mas-ter's degree in student personnelizated discipling. The bears progressively re-sponsible experience in residential life in-cluding supervision of professional staff, budgeting, implementation of long-term capital improvement plan to remedy de-fected maintenance, and creating a resident descriptions. The control of the con-trol of of t

phone numbers of five professional references to. Human Resources Director, references to. Human Resources Director, references to. Human Resources Director, P. O. Box 2097, Saint Leo, Florida 31574 phylocatiun deadline: February 17, 1992; Applicatiun deadline: February 17, 1992; Applicatiun deadline: Reference tile immediately. Women and minority candidates are encouraged to apply. AA/EOE.

Residence Life: Residence Hall Director Residence Life: Residence Life: Residence Hall Director Residence Life: Residence Life: Residence Hall Director Residence Life: Residence L

Medcenter One College of Nursing

PROVOST/DEAN

Applications and nominations are invited for the position of Provost/ Dean, College of Nursing. Medcenter One College of Nursing is an NLN accredited Baccalaureste program. The college offers a curricu-tum leading to the degree Bachelor of Nursing Science (BNSc) in preparation for research based nursing practice.

An earned doctorate, a master's degree in nursing, and experience teaching at the collegiate level are required. In addition, the candidate should have demonstrated successful leadership and administration in a professional nursing program either as the Assistant Dean or Vice-President. Must be supportive of a science based and research

The position is open immediately; starting date nagotlable. Top salary and benefits. Application including current vitae should be sent to:



Chairman, Search Committee Attn: Human Resources Department

medcenter one.

Equal Opportunity Employer

tion, and administrative/facilities management. Qualifications: RHD-Master's degree preferred in a Behavioral Science or related field, and residence life experience. G.A.—Bachelor's degree, enrollment in a graduate program at NAU; residence life and programming experience preferred. Compensation: furnished apartment, partial meal pinn. Full-time RHD—salary of \$17,003 (depending on experience), and full university benefits. G.A.—salary of \$5100, and in-sants tuition mater. Starting date is August 1. 1992. To apply, sends letter of interest, current resume, and the names of three (3) references. Send full-time RHD applications to: Bob Hernandez, Area Coordinator, P. O. Box \$100, Fingstaff, Arizons 86011-6100; 1802; \$23.-\$840. Send Graduate Assistant applications, and an unoffical copy of your transcript to: Rochello Wilkins, Area Coordinator, P. O. Box \$100, Fingstaff, Arizons; (802) 523-5840. Send in Applications from candidates attending ACPA/Osthkosh should be received by March !; however, applications will be accepted until all positions are filled. NAU is an equal opportunity, affirmative action

Residence Life: Residence Hall Director, University of Wisconsio-Sievens Point. Prefer master a degree in student personnel or counseling, and interest in atudent development, wellness, and community development. Responsible for total operation of a residence hall and 8 hours per weight of the student development assument. Remuneration includes rulniman bave salary of \$88,000 rplus fringest for academic year funtil June 1, and board for academic year. Potential for summer employment. Position begins August 3, 1992. Interviewing at Orthosh Placement Exchange, and ACPA. The review of applications, will begin March 6, 1992 and the application deadline is April 1. Distrested persons should submit a letter of application with a resumd, three current letters of recommendation and scademic transcripts to; Robert E. Moster, University Housing Office, Delzell 1811, \$PYSP. Stevens Point, Wisconsin 54481. The University of Wisconsin 54481.



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VICE PRESIDENT FOR **ACADEMIC AFFAIRS**

BULLETIN BOARD: Positions available

The State University of New York, College of Technology at Delhi invites applications and nominations for the position of Vice President for Academic Affairs. The Vice President serves as the chief academic officer and reports directly to the College President.

officer and reports directly to the College Cresident.

Delhi is a residential two-year technical college composed of the Departments of Animal and Plant Sciences, Building Mechanicals, Building Technologies, Business, Human Services, Humanities and Social Sciences, Hospitality, Industrial Technologies and Math/Science. Student enrollment is approximately 2,200. The beautiful campus covers destarted in the western footbills of the Catakills.

468 acres and is situated in the western roothills of the Catskills. The Vice President for Academic Affairs is one of three vice presidents and is responsible for the overall administration and management of scademic affairs at the College. The Vice President supervises the department chairpersons, Admissions, the Library, the Learning Center, and performs other duties assigned by the President.

tar, and performs other duties assigned by the President.

This position requires successful experience in academic administration as well as successful teaching experience; a strong management background; leadership skills and the ability to effectively communicate with internal and external constituencies; background in currioulum and faculty development, commitment to both liberal arts and technologies; evidence of innovative and entrepreneurial skills; evidence of success in obtaining grants and experience working with declining state resources. Progressively responsible experience in a higher education setting is preferable.

higher education setting is preferable.

An earned doctorate is required. Salary is competitive and commensurate with experience and qualifications. Applications should include résume and the names, addresses and telephone numbers of at least three references. Nominations should include résume. The Search committee will begin its review of applications on March 2, 1992. In order to assure full consideration, nominations and applications should be received before that date. Nominations and applications should be sent to:

Mr. Lawrence W. Mills **Director of Human Resources** SUNY College of Technology 167 Bush Hall Delhl, New York 13753

The State University of New York, College of Technology at Delhi, has a strong commitment to the principles of Affirmative Action and Cultural Diversity. The College welcomes responses from women, minorities, veterane and the physically challenged.



VICE PRESIDENT FOR **FINANCE**

Knox College

Galesburg, Illinois

Knox College is an independent, residential, coeducational, non-denominational four-year liberal arts college founded in 1837. The current enrollment is approximately 1,000 students. The College is located in Galesburg population 33,500) located 180 miles southwest of Chicago, 45 miles northwest of Peoria, and 200 miles north of St. Louis. Knox offers the Bachelor of Arts degree in 25 majors and programs.

Knox College invites inquiries, nominations and applications for the posi-ion of Vice President for Finance. The present mountent will retire June

RESPONSIBILITIES: The Vice President for Finance is responsible for the business and financial operations, policies and planning of the College including capital projects, insurance programs, property sales and management, investments and relationships with trustees, legal counsel, investment advisors, and other professional consultants. The officers of financial accounting and reporting, non-academic personnel, physical plant, food services, postal and stemographic services, and campus bookstor report to this person.

QUALIFICATIONS: Applicant should have significant fiscal and administrative experience in higher education or a similar organization with demonstrated leadership and management in business and finance. Qualified applicants should hold a graduate degree in business administration or finance or a related discipline. A relevant doctoral degree is preferred. SALARY: Competitive and commensurate with experience.

APPLICATION DEADLINE: Résumés will be reviewed immediately and a search will continue until the position is filled. The desired starting date for the successful candidate is July 1, 1992.

APPLICATION PROCEDURE: Candidates should send a letter of applica-tion with a complete résumé and the names, addresses and telephone numbers of four references to:

Vice President for Finance Search Committee Knox College 2 E. South Street Galesburg, IL 61401-4999

Knox College is an Affirmative Action, Equal Opportunity Employer.

Lis has overall responsibility for the development of a diverse offering of programs and activities for students living in resistance halfs, single student springers are stated as a straight of the development of a diverse offering of programs and activities for students living in resistance halfs, single student aparticents and smally bousing units. Additional responsition systions, traising programs and the academic indinac class; coordinating the recruitment and hiting process for aurent staff positions; coordinating the conference and guest housing upcration, working with special residential programs, and advising the programs and the Residence Half Association. Qualifications include implement and three to flow them superinced in progressively responsible university-bousing management positions with emphasis on activities programming and staff training. Solary 12, 162+, depending on experience, the superince in progressively responsible university-bousing management positions with emphasis on activities programming and staff training. Solary 12, 162+, depending on experience, the superince in progressively in the superince of the superince

Residence Life: Assistant Director. Residence Life: Assistant Director Residence Life: Assistant Director of Houseaster Life: New Mexico State University. The Assistant Director, Residence Life: Assistant Director of Houseaster Coordination: Responsible for the overall coordination of all administrative records of 3,000 residence hall students maintains all personnel files on staff. Coordination of the coordination of the



UNIVERSITY OF SOUTHERN MISSISSIPPI

Vice President for Business and Finance

The University of Southern Mississtppi, with budgets in excess of \$100 million, invites nominations and applications for the position of Vice I'resident for Business and Finance. As chief financial utificer, the Vice President for Business and Finance reports directly to the President of the University and is responsible for the supervision of all financial and budgeting areas as well as personnel services, physical plant, purchasing, and several auxiliary services.

ing, and several auxiliary services.

Preferred qualifications include a ductorate in a discipline related to the position and professional certification (e.g., CMA, CPA, etc.), exceptional skills in financial planning and management as well as substantive experience in these broad areas of financial affairs for an institution of higher learning. Minimum qualifications include demonstrated competence in communication, fiscal management, planning, fund accounting, financial reporting, and general management skills, as well as experience with state and federal financial reporting systems. The successful candidate must also be capable of interacting constructively with all constituencies within and outside the University.

encies within and outside the University.

The University and community provide an attractive place to work and live. The University of Southern Mississippl is a comprehensive public institution of higher learning with an enrollment of over 13,000 students. The institution offers baccalaureate, master's, specialist's, and dectoral degrees. Located in Hattlesburg, Mississippl, the University is in a community which provides the faculty, staff, and students the benucits of a well-developed regional retail and medical center. Hattlesburg, has a population of approximately 50,000 citizens and in a national attudy was recently named the sixth best "micropulitan area" of the United States.

Nominations or letters of application (including résumé) should be sent to Dr. Clyde Gun, Chalroi the Search Committee, Southern Station, Box 5177, The University of Southern Mississippl, Hattlesburg, MS 39406. Applications postmarked after February 15th, 1992, will not be accepted. It is anticipated that the selection process will be completed in the spring of 1992.

The University of Southern Mississippi is an Affirmative Action, Equal Opportunity Employer.



VICE PRESIDENT FOR ACADEMIC AFFAIRS

YORK COLLEGE, a senior college of The City University of New York, invites ap-plications and nominations for the position of Vice President for Academic Affairs. YORK COLLEGE, a senior college of The City University of New York, index by plications and nominations for the position of Vice President for Academic Affairs. As the chief academic officer of the college, the Vice President provides leadership in all areas related to academic affairs and has responsibility for planning and coordinating programs, developing academic policies, serving as the budget executive for academic units and administering collective bargaining agreements. Located on 5t acres in the Jamaica section of Queens, York College's new campus is almost complete, having been allocated \$170 million in the past decade for the development of its permanent site.

York College emphasizes both career programs and the liberal arts and offers baccalaureate degrees. Candidates must have:

an earned doctorate

a history of scholarly publications

evidence of successful teaching and program development

al least three years of demonstrated administrative leadership experience in higher demonstrated commitment to affirmative action and cultural diversity

knowledge of budgeting, funding, and allocating resources

experience in obtaining and managing external grants

evidence of ability to work cooperatively with colleagues.

Salary range is from \$88,190 to \$97,133. Please send nominations or letters of ap-

Salary range is from \$88,190 to \$97,133. Please send nominations or letters of application, vitae and three (3) references to:

Dr. Leo A. Corble

Or. Leo A. Corble

Acting Provost and Chair of the Search Committee

York College/CUNY, Jamaica, New York 11451

The closing date for submission of applications and nominations is March 16, 1952. Applicants can fax their submission to 718-262-23701262-2352. AN EQUAL OPPORTUNITY (MIF) APPIRMATIVE ACTION EMPLOYER

Residence Life Associate Director. Coordinates all staffing aspects of the residential life program at Central Missouri State University. Supervises four professional staff, advises the Residence Hall Association, implements urining and selection process. Requirements: Minimum of five yearses. Requirements: Minimum of five years

Retatling/Fashion Merchandising: Assistant Professor, full-time, tenute-track starting August, 1992. The successful candidate should be able to teach in the areas of merchandising and the fashion industry. Duties include providing quality undergraduate and graduate instruction and advising, developing and managing research projects leading to publications in peer reviewed

living experience. Beginning salary is \$5760/nine months less the cost of furnished apartment (£525 biweekly) which includes utilities, local telephone, and boatcable service. Food package at \$400 per saademic year and reserved parkins are also provided. Total academic year compensation package; approximately \$6910, A personal interview is highly encouraged. Application deadline: March 1, 1992. Application information: Nurbert Dankel, Application deadline: March 1, 1992. Application information: Nurbert Dankel, Application deadline: March 1, 1992. Application deadline: March 1, 1992. Application information: Nurbert Dankel, Application deadline: March 1, 1992. Application information: Nurbert Dankel, Application and the proposition of the provided Rank and salary and fringe benefits are competitive. Shared part-time tensile part of the provided Rank and salary and fringe benefits are competitive. Shared part-time tensile part of the provided Rank and salary and fringe benefits are competitive. Shared part-time tensile part of the provided Rank and salary and fringe benefits are competitive. Shared part-time tensile part of the provided Rank and salary and fringe benefits are competitive. Shared competitive and the provided Rank and salary and fringe benefits are competitive. Shared competitive and the provided Rank and salary and fringe benefits are competitive. Shared and salary and fringe benefits and salary and fringe benefits are competitive. Shared and salary and fringe benefits are competitive. Shared and salary and frin

School Psychology: The SCSU Counseling and School Psychology Department invites applications for an assistant/associate ten-



Old Dominion University PROVOST AND VICE PRESIDENT FOR-

ACADEMIC AFFAIRS

General Description

The Provost and Vice President for Academic Affairs is the chief academic officer and second administrative officer of the University. He/she reports directly to the President.

Institutional Context

Old Dominion University, a young and growing institution, enrolls approximately 17,000 students. The University's major campus is located in vivifolk, Virginia, Inside Hampton Roads, an attractive, historic, and internationally-oriented metropolitan area with a population of 1.4 million. The University also operates significant higher education centers in the nearby cities of Virginia Beach and Hampton.

cities of Virginia Beach and Hampton.

Old Dominion University is one of six publicly-assisted doctoral research universities within Virginia, and has an annual budget exceeding \$125 million. Offering 17 doctoral programs and over 50 master's degree programs to more than 5,000 graduate students, the University is an acknowledged national leader in instructional telecommunications and operates a satellite uplink both for academic and public service purposes. The University is organized into six academic colleges: Arts and Letters, Business and Public Administration, the Darden College of Education, Engineering and Technology, Health Sciences, and Sciences, it is the largest research contractor in Virginia with the National Aeronautics and Space Administration (NASA), and its researchers used three percent of all the supercomputer time in the United Stafes in 1990.

Old Dominion Linbersity is a selective admission institution. Twenty per-

Old Dominion University is a selective admission institution. Twenty percent of its student body comes from outside of Virginia, and over 600 international students from more than 70 countries are enrolled. Forty-five percent of the University's student body is 25 years or older.

The University's Norfolk campus is located on the Elizabeth River, an inlet of the Chesapeake Bay. The Norfolk Naval Base, the largest naval base in the world, is three miles from the campus. Major federal research installations that focus upon space, aeronautics, oceanography, and nuclear physics also are nearby.

The responsibilities of the Provost and Vice President for Academic Affairs

include:

• Academic and administrative leadership in teaching, research, creative activity, faculty development, continuing education, and public service elements are responsibility for academic budgeting, program development, and personnel decisions within Academic Affairs

• University-wide responsibilities in the allocation of space and equipment, and for institutional research

• Approval of professional staff positions throughout the University

An earned doctorate or equivalent terminal degree
Extensive full-time college teaching, research, and administrative experience in progressively responsible positions
Scholarly qualifications sufficient to ment an appointment as a tenured professor in one of the University's academic departments
Superior ability in oral and written communication
Strong commitment to rigorous academic standards
Understanding of the role of a publicly-assisted university in an increasingly diverse and international society

Applications and nominations should be directed to:

James V. Koch President Old Dominton University Norfofk, VA 23529-0001 Ph. 804-683-3159 FAX 804-683-4505

Review of credentials will begin on 1 March 1992 and continue until the position is filled.

Old Dominion University is an Affirmative Action, Equal Opportunity Employer.

VICE PRESIDENT FOR EXTERNAL RELATIONS

The University of Minnesota invites applications and nominations for the position of Vice President for External Relations.

The Vice President for External Relations reports to the President and is a member of the President's Cabinet. The Vice President's responsibilists include state and federal governmental affairs, development, alumni relations, and public relations.

Candidates for the position must, at a minimum, have a baccalaureate degree and three years of administrative experience; however, the University expects that the most qualified candidates will have an advanced degree, professional experience in areas with the responsibility of the Vice President, experience in higher education, strong evidence of leadership ability in a complex management position, and a demonstrated commitment to affirmative action and equal opportunity.

The review of nominations and applications will begin immediately. To be considered, applications, consisting of a letter expressing interest, vita, and the names, addresses, and telephone numbers of three references should be received no later than March 1, 1992. Nominations and applications should be addressed to:

Chair, Search Committee for the Vice President for External Relations University of Minnesota, College of Education

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

ure track faculty position in the School Psychology Program to begin September, 1992. Duties include teaching a variety of courses in school psychology (i.e., assessment, corsulting, theory), supervising practicum students, penticipation in students pecetion, leadership participation in professional associations. Earned doctorate from an accreticed institution in relevant area. Significant experience as both a school psychology practitioner and school psychology traiper. State or national leadership in school psychology. Salary com-

petitive. Appointment subject to availability of funds. Search Committee will begin reviewing candidates on March 6, 1992. Applications being accepted until selection is made. Send résuné, all official graduate and undergraduate transcripts and 3 reference letters to: Jack I. Novick, Ph. D., Coordinator, School of Psychology Graduate Program, Counseling and School Psychology Department, Southern Connecticut State University, 301 Creacant Sirc 4, New Haven. Connecticut 06515. AAZOR. Search 491-201.

Provost and **Vice President for Academic Affairs**

West Texas State University invites nominations and applications for the new position of Provost and Vice President for Academic Affairs. The University seeks an individual capable of providing dynamic and creative leadership to a regional university offering 21 undergraduate and master's degrees. The University currently serves 6,200 students with 4 colleges, 1 school and 188 full-time faculty members.

Responsibilities: The Provost/VPAA reports directly to the President/CEO of the University, is the chief academic officer and is expected to provide intellectual vision and the skill and vigor to provide administrative leadership in teaching, research and creative activity, faculty development, continuing education, and public service activities related to the University's educational mission. The position is responsible for budget planning, academic planning and program development, allocation of resources for academic purposes, academic personnel decisions, and stimulation of research and

Qualifications: The successful candidate must have an earned doctorate, an outstanding record of teaching and scholarship sufficient for the rank of tenured full professor, at scholarship sufficient for the rank of tenured full professor, at ieast 4 years of significant academic higher education administrative experience, and a commitment to the public service mission of a state-assisted institution. He/She must also demonstrate the ability to develop and promote excellence in academic programs, research and creative activities: to be able to formulate the academic goals of the University and articulate them to all internal and external constituencies; and work effectively with diverse individuals and groups internal and external to the University. The Provost/VPAA must be committed to recruiting minority students. (aculty and staff, and committed to recruiting minority students, faculty and staff, and have a team administration and strategic planning orientation to decision making, including an appreciation for the role of students, faculty and staff in those decisions.

Applications: The position has a starting date as early as April 1, 1992, preferably no later than July 1, 1992. The screening of applications will begin immediately and will continue until the position is filled. Qualified candidates should submit a letter of interest, a complete vita, and names and telephone numbers of three references to: Dr. Flavius C. Killebrew, chairman; Provont/VPAA Search Committee; West Texas State University; WTSU Box 997; Canyon, Texas 79016. Telephone; 806-656-2730; FAX: 806-656-2733.

West Texas State University is an equal employment opportunity employer.



West Texas State University

A Peri of The Texas A&M University System

SUPERINTENDENT-DISTRICT ADMINISTRATOR

Whitefish Bay (Milwaukee), Wisconsin

The School District of Whitefish Bay, a north shore suburb of Milwaukee, Wisconsin, is seeking a visionary leader with a passion for excellence in education and a commitment to the best education possible for all chil-

Whitefish Bay has gained a national reputation for the quality of its students with over 90% of its graduates attending post-secondary schools and universities. There are four public schools in the District: two K-5 schools, a middle school (6-8), and a high school (9-12). Enrollments in the Fall of 1991 were 1357, 522, and 784, respectively, for a total carollment of 2,663. Minorities comprise 18% of the student body. The District employs approximately 300 people. Three collective bargaining units represent the teachers, secretaries aides, and custodians. The District also includes a Community Service Center which provides recreational and adult programs for approximately 5,000 people annually. The agricul budget approximates \$18 million.

Whitefish Bay is known as a village of fine homes, good government, and a first-rate school system. There is a strong sense of community pride and it offers a highly desirable quality of life. Its population of 14,000 is composed primarily of business and professional people.

The ideal candidate for this attractive opportunity will have experience as a superintendent or as a senior administrator in a comparable district. This position requires a strong leader who inspires trust and motivates in a positive manner, emphasizes people over process and utilizes an inclusive management style.

informal interviews may be conducted during the AASA convention in San Diego, February 21-24. Please phone for further information:

J. Morris Buchanan, Vice President JON McRAE & ASSOCIATES, INC. 300 Galleria Pkwy, Suite 400 Atlanta, GA 30339 Phone (404) 933-1953

The Whitefish Bay School District is an EQUAL OPPORTUNITY EM-

Science: Pull-lime, tenure-track position to teath anatomy and physiology, environmental studies, and general blology. Abdity to offer anicrobiology an asset. Master of Science and two years college-level teaching experience required. Send application/resume to Ocean County College, Personnel Department, P. O. Box 2001. Toms River, New Jersey 08754-2001 by Pebruary 28, 1992. AA/EOE.

Science Education: Faculty Position, University of Montana, School of Education. A tenure track position is currently available at the rank of Assistant Professor for Science Education. The applicants must have a completed doctorate with an emphasis in teaching science methodology at either the olementary or secondary level (a wise Tange of anyerience is preferred). A strong background in environmental education, interest in outreach programs, grant

Vice President for

Academic Affairs

DOANE COLLEGE

Doane College seeks cominations and applications for the position of Vice President for Academic Affairs/Academic Dean, the chief academic officer of

the college, reporting to the President. The Vice President is responsible for the

Doane College, Nebraska's oldest independent college, enjoys a national reputation for excellence in undergraduate education. The successful candidate must have a clear vision of distinctive undergraduate education and be able to articulate that vision in the context of Doane and be able to move a Long Range

Candidates should understand why other colleges are "emerging" as distinctive institutions. Candidates should understand great teaching and effective learning through liberal arts and pre-professional programs, traditional and non-traditional education, and independent, church-related education. A terminal degree and full-time undergraduate teaching experience are required. The college hopes to fill the position by July 1, 1992. The salary is competitive with Midwestern liberal arts colleges.

Doane College is located in Crete, Nebraska, part of the Lincoln metro area, and serves 720 residential and 600 non-traditional students. Doane enjoys a \$25 million endowment and a long history of balanced budgets. In 1987, U.S. News and World Report identified the college as noteworthy among small, liberal arts colleges in the Midwest and West.

Fred D. Brown

President Dosne College 1014 Boswell Aven

Applications must include (1) letter from the candidate (two pages), (2) vita, (3) concise work sample (relevant work accomplished by the candidate, e.g.

AA/BOE

University of Dallas

VICE PRESIDENT

for Finance and Administration

The University of Dallas invites applications and nominations for the position of Vice President for Finance and Administration. The VPFA is the chief financial officer of the University directly responsible to the President for the direction, integrity, quality and administration of the following areas: endowment management, land development, business affairs, budget preparation and control, physical plant, human resources, security and University services.

Applicants must hold an advanced degree in an appropriate field and have at least ten years administrative experience preferably in higher education, involving the management and operation of business and financial affairs of a complex institution.

financial affairs of a complex institution.

The University of Dallas is a highly selective Catholic University with an annual operating budget of 23 million and current undergraduate and graduate enrollment of 3,000. Located in the Dallas/Fr. Worth suburb of Irving, Texas, the University of Dallas is preparing for the future by initiating extensive campus renovations and construction in the 1990's coupled with a capital campaign sufficient to support the University's strategic plan. The University's youth, achievement, situation and promise offer the Vice Prasident for Finance and Administration au unique opportunity to help determine its direction and future. Direct nominations or letters of application with resume to the attention of Dr. Robert Sasseen, President, University of Dallas, 1845 E. Noorthgate Drive, Irving, Texas 75062, Appointment date is August 1, 1992. Résumés should be submitted by March 10, 1992.

ius, proposal, analysis, plan or speech).

programs, securing and developing faculty and support staff, creating budgets, initiating special academic programs and providing

THE UNIVERSITY OF TEXAS AT BROWNSVILLE

Vice President for **Academic Affairs**

The University of Texas at Brownsville seeks an energetic, progressive administrator who can provide leadership and vision to the university and is community college partner, Texas Southmost College. The Vice Presidentor Academic Affairs is the chet academic officer of the University and is responsible to the President for all operations relative to educational policy, academic planning, instructional programs and faculty personnel actions. The University seeks an experienced leader and colleague for the facility an intelligent and articulate member of the senior management learn, and a forceful advocate of innovation in classroom teaching, curricula design, and new more an development.

The Vice President for Aradomic Allairs directs and supervises all instructional programs at the University inclining the College of Liberal Arts, the College of Science and Mathematics, the School of Rusiness and Industry, the School of Health Sciences, the School of Education, and the Division of Continuing Education. The University serves 7, 200 undergraduate and 330 graduate students with 202 full-time faculty. Associate degrees are offered in academic transfer and occupational and technical programs through Teas Southmost College. Bachelor's degrees are offered with majors in Biology, English, Mathematics, Political Science, Sociology, Spanish, History, Criminal Justice, Business Administration and Education. Master's degrees are offered in Interdisciplinary Studies, Business and Education.

Offered in Interdisciplinary Studies, Business and Education.

The University of Texas at Brownsylle is one of lifteen component institutions operated by the University of Texas System. It is located on the southern tip of the state of Texas, 20 miles from the Gulf of Mexico and one block from the Texas-Mexico border. Its most unique characteristic is a recently formed partnership with Texas Southmost College, a comprehensive community college located on a shared campus in Brownsville, Texas. The partnership allows for the university and the community college to operate with a consolidated administrative structure, combined faculty and a shared leaching mission to provide for continuity or curriculum, efficient use of resources, and high quality instructional programs.

Oualifications: include an extrued docturate, successful culture teaching

Qualifications: include an earned doctorate, successful college teaching experience, the ability to communicate effectively, a minimum of five year administrative experience and a proven record of leadership in promoting educational immovation and improvement. Salary: Competitive and commensurate with qualitications and experience

Starting Date: Preferably, early spring. Application Deadline: Completed applications containing a letter of applica-tion, resume/vita, and three felters of the omnumulation should be received be lanuary 31. Candidates invited to unterview may be required to submit addi-tional information by the Search Committee. Applications should be sento:

Office of the President ATTN: Vice Presidential Search Committee The University of Texas at Brownsville 80 Fort Brown Brownsville, Texas 78520

The Ourversity of Tosas of Bioscovelle, in partnership with thingst College, is an Athinostice Action, Lipid Opportunity Employer



CUESTA COLLEGE

San Luis Obispo,

Now accepting applications for the following fulltime position: Application Deadline: 3/6/92, 4:00pm

VICE PRESIDENT Educational Services

• Doctorate preferred • Master's Degree required · Senior administrative experience in higher education . Teaching and/or other experience, community college level preferred

Responsible for college's instructional programs.

Write or call for an application packet:

CUESTA COLLEGE Personnel/AA Office P.O. Box 8106 San Luis Obispo, CA 93403-8106 (805) 546-3127 Fax (805) 546-3907 Cuesta College is an EEO/AA Employer

Social Work: CSWE-accredited bacculaureale program at Idaho State University isecking faculty in tenure-track positions at
the ausistant professor level. Positions require an MSW and at least two years' postmaster's experience, doctorate preferred.
Positions begin Appart, 1992. Postulon
number one: Coordinator of Field Instructions. Responsibilities include coordination
of field experience, leaching in gracticum
sentinar and areals) of expertine. Travel in
the region is required. Position number
two: Cootingent upon funding. Responsibilities include teaching in the undergraduate practice sequence, other areas of a generalist program and areals) of expertite.
Send letter of application, curriculum vitac, three letters of reference to Dr. Donald
Pierson, Program Director, Department of
Sociology, Anthropotogy and Social Work,
Box 2114, Idaho State University, Pocatello, Idaho, 83:09. Indicate which position
you are applying for in your letter. Open

tion Employer.

Social Work: The University of Findlay, a growing institution located in normacs Ohio, is seeking a Social Work Program Director, tenure-track position, rank of Assistant or Associate Professor, effective August. 1992. Successful candidate will be responsible for completing the CSWE exceeding in greas of policy/services, growing the overall admiralstrative leadership of program teaching in areas of policy/services, growwork, community organization, ulwaned theories of social work precise. Minimum qualifications: Ph. D. or DSW, two team qualifications: Ph. D. or DSW, two team costs MSW direct practice experience, two years of teaching/administrative experience within a CSWE accredited undergraduate program. Salary competitive; minorities and females encouraged to apply.



PRESIDENT California State University, Northridge

The Chancellor and the Board of Trustees of the California State University system invite nominations and applications for the President of California State University, Northridge.

Created in 1958, California State University, Northridge recognizes Created in 1950, Canada the Control of the Control is major responsibilities. Of these, undergraduate instruction has in major responsibilities on 350 acres in the western section of the San do Valley, 25 miles northwest of central Los Angeles, the university's 1,800 full and part-time faculty teach a student body of union. The university, one of the largest in California, is organized into aghi schools. Study in the liberal arts and sciences, and technological and professional programs, leads to bacholor's degrees in 49 fields and master's degrees in 40 fields. Over one-third of the students are members of ethnic minorities and 57% of the students are women. Approximately 10 percent of the enrollment lives in campus tories and thousands more reside in nearby spartments. The university also operates a satellite campus center in Ventura County serving more than 1,000 students.

Nominess or applicants must have the energy and vision to lead a multicultural, multipurpose, public university, situated in a diverse memopolitan area. Candidates must be experienced at working cooperatively with faculty, students and staff; committed to expanding the relationship the university enjoys with the community; skilled in easmal relations and able to focus university advancement programs including alumni relations and fund raising activities; committed to dar, strong leadership in affirmative action and educational equity; applie of coordinating the administration of a complex organization and able to build upon the strong base of a well managed institution.

They should have attained academic excellence both in teaching and scholarship. They also must demonstrate successful adminis skills and collegial leadership, preferably in an institution of higher education, and be propared to function in a collective bargaining

The President is the chief executive officer of the campus and is responsible to the Board of Trustees through the Chancellor.

Nominations and applications with current resumes should be sent to:

The Chancellor The California State University 400 Golden Shore, Suite 324 Long Beach, California 90802-4275

Review of resumes will begin on February 14, 1992.

An Equal Opportunity Employer Women and ethnic minorities are encouraged to become candidates.

A campus of The California State University system.



Shawnee State University Portsmouth, Ohlo 45662

VICE PRESIDENT FOR BUSINESS AFFAIRS

see State University was ostablished in 1986 as the newest of the 13 state-assisted public universities of Ohio. Located in Portsmouth, on the Ohio River, the University is experiencing rapid growth in student enrollments, curriculum, and physical plant. The region abounds on outdoor recreational and family-oriented activities.

The Vice President is responsible for the controllership function, budgeting, physical facilities, personnel, computing, and purchasing. Applicants must have an understanding of these areas, knowledge of university fund accounting, provon collegial management skills, and other abilities presented in the official job description. An MBA degree is required; CPA, J.D., and/or Ph.D. preferred.

For a job description and additional information telephone 614-355-2398, or write Ms. Elinda Boyles, Director of Personnel, Shawnee State University, 940 Second Street, Portamouth, OH 45662. Applicants will be acreened on February 15 and until the position is

Shawnee Stale seeks staff who share our commitment to students as our first priority.

Shawnes State University is an affirmative action, equal opportunity

foods Works Farulty position. The University of Vermont, Department of Social for Investigation of Social Works invited normalions and applications for a tension necessary position at the Associate of Farulty position at the Invited of Fall Professor Sevel. Application have an MSW degree and a docidently stated field; an ourstanding record of the Social works or and the Social Professor of Social Profes

WALSH COLLEGE is searching for a new president

who, for the tirst time in its history, will not be a member of the religious order which founded the College! This creates an extraordinary opportunity for a dedicated Roman Catholic educator who is willing and able to build on the firm foundation established by the Brothers of Christian Instruction over the last third of a century.

Recently reaccredited for the next decade by the North Central Association, Walsh College is virtually debt-free. Though not with-out financial concerns shared by most independent liheral arts colleges, Walsh is a stable institution with a pattern of enrollment growth and new program development.

The president, of course, will have to have strong communication skills, fiscal competence, fund-raising capability, and a commit-ment to collegiality in decision-making, but these practical attributes must be balanced by vision, courage, compassion, spiritual-ity, and sensitivity to gender issues. Walsh faculty and students have a right to that kind of leadership.

The Cullege, a baccalaureate institution with some graduate programs, has a well-credentialed faculty of 110 members, a coeducational student body of 1536, of whom 44% are of non-traditional age. The president will be expected to have an earned terminal degree and, ideally, will have had experience in a private liberal arts college both as teacher and administrate

Compensation will be competitive. Deadline for application: February 15, 1992. The new president will take office on July 1, 1992. He or she will be expected to lead the institution into the next

Applicants are invited to accompany their curriculum vitae with a letter explaining how they will meet the educational challenges of the 1990's, addressed to:

Brother Jerome Lessard, F.U.C. Chairman, Presidential Search Committee Walsh College 2020 Easton St. N.W. North Canton, Ohio 44720-3396

An Equal Opportunity, Affirmative Action Employer

SPELMAN COLLEGE **Vice President for** Institutional Advancement

Spelman College, a leading private, historically black liberal arts college for women, located in Atlanta, Georgia, is seeking a Vice President for Institution-

Advancement.

The Vice President will be responsible for the overall planning, management and leadership of development, alumnae relations and communicators activities for the College's major capital initiative. Reporting directly to the President, and working closely and independently with the College's prestigious volunteer leadership, the Vice President will design and orchesuate the identification, cultivation and solid-tation of the College's most important supporters in the corporate, foundation and the leadership of the college's most important supporters in the corporate, foundation and the leadership of the college's most important supporters in the corporate, foundation and the college's most important supporters in the corporate, foundation and solid-tation design and communities.

Qualified candidates will possess sensitivity, maturity enthusiasm and humor. The Vice President should have 8-10 years of increasingly responsible experience in advancement, preferably within a higher education setting, and be familiar with all the functions of the advancement operation. Success in major gifts and direct solicitation, particularly within a campaign context, is highly destrable.

highly destrable.

The Vice President should have excellent communication and leadership skills, and will possess a keen appreciation for the distinctive role of women's higher education and the unique responsibility of Spelman College. The position of Vice President for institutional Advancement will be filled upon the identification and recruitment of the right candidate. Salary is very upon a with experience.

competitive and commensurate with experience. Nominations and applications should be directed to: ons and applications about Barbara R. Wille, Vice President Vice President, Executive Search Barnes & Roche, Inc. 919 Conestoga Road Building Three, Suite 110 Rosemont, PA 19010

Spetman College is an Equal Opportunity Employer

dack and Green Adountus, assay accessibility to major metropolitan areas such as Montreal and Boston. Interested applicants should submit a cover letter briefly describing their qualifications, a curriculum vitae, samples of published work, and the names, addresses, and lelephone numbers of at least three references to: Dr. Stanley Lieat three programments of Special Work. The University of Vermont, 499B Waterman Building, Burlington, Vermont 05405-0160. Applications from minority and women tockid work educators are encouraged. Review of applications will begin immediately and will continue until the position is filled.

ans are especially well-one.

Spanish: Assistant Professor of Spanish, Tenure track position, M.A. required, Ph.D. preferred with native or near native fluency. Duttes include teaching introduction and intermediate courses. Date of appointment: September, 1992. Send letter of spelication, curriculum vine, three letters of recommendation, and official transcripts to Lesentia Friedman, Chair, Language and Literature, Columbus College, Columbus, Georgia 3193. Deadline: March 20, 1992. EU/AAE. filled.

Spanish: Assistant Professor, teaure track position, beginning in September 1992, or when budgetary considerations permit. Specialist in Larin American (Infrature to teach courses in Spanish tanguage, Latin American Interature and culture. Ph.D. and native or near-native finency required. Normal teachins load, three coursels-greater. Strong commitment to teaching and to develop professionally as a scholar are essential. Send vite and letters of rec-

Special Education: Marywood College is seeking applications from dually qualified individuals in special/general education for a fixed term appointment, rank and salary negotiable, depending on qualifications. Applicants should possess a terminal depret in related area(s) appropriate teaching credentials; classroom experience in both special/general education, knowledge of collaborative, consultive models and curriculum based assessment. Send letter of application, virse, and names of 3 reference.

BROWN UNIVERSITY

Brown University is currently seeking three senter level fundraising pro-fessionals to help lead the University in a comprehensive, constituency-

Associate Vice President— Bio-Medical Fundraising

Job # AWC 276 The School of Medicine, founded in 1972 and currently recognized as one of the most successful medical programs in the country, has over 350 tull-time faculty based on campus and in eight affiliated teaching hospitals The School's curriculum is considered a model for nnovative medical education.

The Associate Vice President of Bio-Medical Fundralsing will report directly to the Vice President for Development, and will work closely with the Dean of Medicine and Biological Sciences and the University Provost. The selected candidate will be responsible for all fundraising activities and programs related to the biological sciences and the medi-cal school and will oversee a staff dedicated to bio-medical fundraising.

The chosen candidate will have a minimum of 10 years of successful fundralsing experience and demonstrated expertise in planning and executing significant fundralsing efforts in a medical school or health care facility. She/ne will possess oulstanding management and com-munication skills. Bachelor's degree required, advanced degree highly

Director of Leadership Gifts

Job # AWC 274

The Director of Leadership Gilts will report directly to the Vice President for Davelopment and will be responsible for the identification, cultivation, and solicitation of prospects in the \$100,000.00 \$2,000,000 00 range. She/he will direct a 15-person staff and will assume primary responsibility for the management of leadership gift prospects and the recruitment and support of all leadership-level cam-

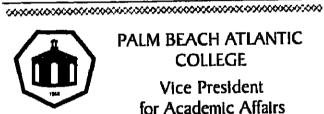
The chosen candidate will have a minimum of 8 yaars' successful fundralsing experience (including campaign experience) in a college/university environment as well as a proven record of prospect management experience at the major or leadership gifts level. She/he will have demonstrated proficiency in the recruitment, training, and management of fundraising professionals and volunteers.

Campaign Director/New York Area Job # AWC 275

The Campaign Director will report to the Director of Principal Gifts and will join a four-person office in New York City. She/he will be responsi-ble for the cultivation and solicitation of prospects capable of giving \$2,000,000.00 and above and who reside in the Greater New York metropolitan area. In addition, she/he will work closely with and pro-vide support to the campaign leadership based in New York, including the University Chancellor and the Executive Campaign Chair.

The chosen candidate will have a minimum of 6 years of successful fundraising experience in a large college/university environment or a major New York non-profit with demonstrated prospect management ability. Bachelor's degree required, advanced degrees highly preferred

Ovaillied candidates should send letter of application, resume, and salary requirements ciling the appropriate job number to Brown University, Assistant Vice President, Development Operations and Support, Box 1893, Providence, Rhode Island 02912. Women and urities are encouraged to apply. Brown is an EEO/AA Employer.



PALM BEACH ATLANTIC COLLEGE

Vice President for Academic Affairs

Applications and nominations are invited for the position of Vice President for Academic Affairs of Paim Seach Atlantic College. Candidates should be explained academic leaders who will serve as strong advocates for the academid program both within the college community and vertous external constituencies. Individuate must possess a doctorate in an appropriate academic decline, be proven acholars with significant academic oredentials, have substantial experience in college or university administration, have a record of dynamic lacedership, have a strong personal Christian fish commitment. Preference will be given to candidates who demonstrate an appreciation for a privately supported college in the Baptist tradition; successful teaching, research and publication; and intilative in developing and promoting new educational programs. The Vice President for Academic Affairs reports to the President. Reporting to the Vice President for Academic Affairs are the scademic defense.

The position is systistic June 1, 1992. The application deadline is March 1, 1992 Paim Beach Atlantic College is a comprehensive liberal arts college of 1,500 students located on the Intracoastal waterway in downtown West Paim Beach, Florids. Please submit résumé or letter of nomination to:

Carey C. Newman Chair, Screening Committee Pain Beach Atlantic College

P. O. Box 24708 West Palm Beach, Ft. 33416-4708

Paim Beach Atlantic College is an Affirmative Action, Equal Opportunity Employer.

ences to: Dr. Tony Russo, Chair, Special Education Department, Marywood Col-lege, Scranton, Fennsylvania 18509. Clos-ing deadile: March 1, 1952.

Special feucations Emporis State University is teching candidates for an Assistan/
Associate Professor, tenure-track, rinc
month position with possible temmer
teaching, available August, 1992. Primary
responsibilities include advising students,
observing attudent teachers, and teaching a
graduate or undergraduate course in Mental Retardation, Learning Disabilities, and/
or Behavior Disorders. Excellence in
teaching, commitment to schoziry scity-

Germantown Friends School

Head of School

The successful candidate will evidence a

dedication to scholarship, as well as strong

management and consensus-building skills

in an academic environment. He or she will

educational philosophy, its diverse student

body and the integral role it plays within its

The position is open without regard to

Address all inquiries to: Burton A.

MacLean, Jr., President, Garof

gender, age, race or national origin. The

Curtiss, Lambert & MacLean, 326 West

Lancaster Avenue, Ardmore, PA 19003.

also reflect a commitment to the School's

Germantown Friends School, the largest of the Quaker Schools in and around Philadel-

Located in Germantown, a diverse urban

performing and visual arts programs.

Founded in 1845 and atill directed by the

Germantown Monthly Meeting, the School is based on the Quaker philosophy of love and

spritual as well as intellectual growth, and a

PRESIDENT

Mid-South Technical College

Applications and nominations are invited for the position of President, who is the Chief Executive Officer of the college and responsible directly to the Board

Mil South is located in Eastern Arkansas 10 miles from Memphis, TN in a county serving 50,000 Deita residents. The physical plant was previously dedicated to voteinical education and alts on a 30 acre site. The mission of this newly exhibited public college is to provide highly accessible and affordable educational opportunity and services, including university transfers and technical and lifelong leaning programs that promote increased individual development and improve the overall quality of life in a multicultural community.

PROFILE

The access of a technical college is largely dependent upon the commitment, exprises and ability of the chief administrative officer in operating a compre heate institution responsive to the needs of its service area. The local board tests a person with the following minimum qualifications:

1. Commitment to the concept of a comprehensive technical college.

2. Experience with the comprehensive 2 yr. community or technical college.

3. An extract doctorate from a recognized university, (in unusual situations at least the years of training and experience in a community college may be accepted in iteu of an earned doctorate.)

4. Experience with knowledge of the accrediation process.

4. Experience with knowledge of the accrediation process.

5. Effective at working with various activities such as state and local governments, business/industry, local school districts and the

governments, business/industry, local school districts and the community at large.

6. Ability to lead in a decision making process to feater a common sense of purpose throughout the college; evidence of leadership by participatory management.

7. Documented evidence of fiscal management skills, budgeting, facilities development and experience in administration or management with the shilly to work with a policy making board.

8. Demonstrated commitment to equal opportunity and affirmative action.

The local board shall consult with and have the advice of the Arkansas Buard

of light Education in the selection and employment of the president. Individu-its with the above qualifications will receive preference.

A letter of application stating how the applicant meets each of the elements of the profile.
A current resume.
A current resume.

Names and telephone numbers of three current references.

Applications must be postmarked no later than March 7, 1992 and malled to:

MID SOUTH TECHNICAL COLLEGE

West Memphis, AR 72303

I is expected that the new Fresident will be selected and in place no later than-july 1993.

Presidential Search Committee P. O. Box 2067

APPLICATION PROCEDURE

Crittenden County, Arkansas

respect for each child, the importance of

mmitment to social responsibility.

setting, QFS has a well-deserved reputation for outstanding academics and dynamic

phia, serves 864 boys and girls from

kindergarten through 12th grade.

Southeast community college

CHANCELLOR

Are you that rare executive who can advance an organization to excellence?

Can you coordinate the efforts of diverse individuals and organizations?

Are you a diplomat and yet have the courage to stand up for what you believe?

Are you a leader? Are you results oriented? Are you an activator?

Can you identify and develop other people's strengths?

Do you make things happen?

at Southeast Community College.

President Sonoma State University Rohnert Park, California



The Chancellor and the Board of Trustees of the California State University system invite nominations and expressions of interest for the Presidency of Sonoma State University.

Established in 1960, Sonoma State University is a predominantly undergraduate institution of liberal arts and sciences which also offers a select range of graduate and professional programs. Small class size and close relationships among students, faculty, and staff are hallmarks of the institution. More than 400 full-time and parttime faculty provide instruction to 7,400 students, 900 of whom reside on campus. Approximately 62 percent of the students are women; 25 is the average age of undergraduates and 38 is the average age of graduate students.

The University is located on 220 scres in the town of Rohnert Park, 50 miles north of San Francisco, 20 miles from the Pacific Ocean, and within the world-famous Sonoma wine region. The campus is attractive, modern, and well-equipped. The beauty of the campus and its setting allow students to pursue their educational goals in a pleasant environment removed from the pressures of urban life.

Prospective candidates should have the experience, vision, and energy to lead a comprehensive public university situated in a wayurban/rural area. Candidates must be; committed to excellence in undergraduate education in the liberal arts and sciences; experienced at working cooperatively with faculty, students, and staff; committed to expanding the positive relationship the University enjoys with the surrounding region; able to build on the strong base of a wellmanaged institution; skilled at managing the budget of a complex organization; skilled at representing the institution in external rela-tions; capable of expanding fund-raising efforts; committed to clear, atrong leadership in advancing the goals of affirmative action and educational equity; and prepared to function in a collective bargaining environment. Candidates also should have demonstrated proficleacy in teaching and competency in scholarship, be able to provide academic leadership, and demonstrate successful administrative skills and collegial leadership.

The President is the chief executive officer of the University and is responsible to the Board of Trustees through the Chancellor.

Nominations and expressions of interest with current resumés should be sent to:

> Mr. Ted J. Saenger, Chair Presidential Selection Advisory Committee Sonoma State University 1801 East Cotati Avenue Rohnert Park, CA 94928

Review of resumés will begin February 20, 1992

An Equal Opportunity Employer Women and ethnic minorities are encouraged to become candidates

Sonoma State University

1801 East Cotati Avenue • Rohnert Park, CA 94928 A campus of the California State University system

Special Education: Assistant professor, tenure (pack, for Fall 1992. Duties include teaching courves and advising students in non categorical graduate program, conducting externally funded research and demonstration projects, not scholarly writing. Bi-frable background include academic formation of the program designed and methods, databased instruction, curriculum-based assessment, integration issues and methods, behavioral-social program designed and methods, and experience teaching students with Learning and behavior problems. Requirements include earned doctorate and demonstrated potential for scholarly productivity and grantsmonthin, Seral letter of application by March 13, 1992 describing (a) desire for position, this scholarly interest, and (c) teaching accomplishments. Include vits, official graduate transcripts, sample of publications and three letters of recommendation to Janzes Martin, Ph.D., Soarch Committee Chair, School of Edacation, University of Colorado, P. O. Rox 7150, Colorado Springs, Colorado, P. O. Rox 7150, Colorado Springs, Colorado S

Special Education: Assistant or Associate Professor, tenure-track, academic year position with summer employment possible. Primary responsibilities include teaching undergraduate and graduate courses is early childhood special education and a second area of specialization; advising undergraduate and graduate students; program development and oversight; and supervisions, practicum students. Doctorate in special education proferred with specialization development and oversight; and supervision in early childhood education special education proferred with specialization in an early childhood in machinespeci; as a second area of specialization. Opportunities for the based action research is available as well as opportunity to work with existing program in Occupational Therapy. Screening of applicants with early shift begin March 2, 1992 and continue until a suitable pool of applicants is identified. Send letter of application, official transcribus and 3 letters of recommendation to Dirt sign of Prisonnel, St. Ambross University, 518 West Locust Street, Davenport lows 22803. Women and minorities encouraged to apply and Identify them-

PRESIDENT

California University of Pennsylvania

The Council of Trustees of California University invites nominations and applications for the 6th president of the University upon the retirement of John Pierce Watkins from the presidency in June, 1992

Cabifornia University, founded in 1852, part of the State System of Higher Education of the Commonwealth of Pennsylvania, is a regional, comprehensive Institution. The University's 333 full-time and 55 part-time faculty server, 7,000 students through the Colleges of Liberal Arts, Education and Human Services, Science and Technology, and the School of Graduate Studies and Research.

The largest institution of higher education in extreme southwestern Pennsylvania, California University is located 35 miles south of Pitisburgh in the foothills of the Allegheny Mountains near Pennsylvania's Laurel Highlands recreation area. When the expressway linking Pitisburgh is complete, California will be a 20-minute commute to downtown Pitisburgh in the heart of the anticipated economic development area.

California saeks candidates with demonstrated leadership skills, a clear un-derstanding of and apprediction for the real tasks involved in teaching and tesearch, and experience with the life and operation of an institution of higher education. The president should have an appreciation of the role of the State System of Higher Education and a willingness to participate as a partner in

The ideal candidates should possess the following strengths: · ability to articulate a vision for the University's future growth and develop-

experience with long range strategic planning
 a genuing commitment to shared governance in a collective bargaining

environment

• successful experience in the management of complex environments

• ability to communicate effectively with diverse constituencies including faculty, staff, students, parents and alumni; business, community, and governmental leaders; and the media

• willingness to provide the leadership and personal involvement required for successful fund raising and resource development

A more complete statement of leadership qualities is available to all interest-

ations and applications should be sent to: Mr. Frank Mascara Chair, Presidential Search Committee California University P. O. Box 607 California, PA 15419

Applications should include a current résumé and letter discussing the candidate's qualifications in terms of the stated criteria.

Applications will be reviewed commencing February 24, 1992. Candidates whose applications are received after that date cannot be promised a full consideration.

California University of Pennsylvania is an AA/EEOC Employer, and strong-y encourages the applications of women and minorities. This search is assisted by the Presidential Search Consultation Service of the Association of Govern-

PRESIDENT

The Institute of European Studies The Institute of Asian Studies

The Board of Governors of The Institute of European Studies/Institute of Asian Studies, a not-for-profit organization, invites nominations and applications for the position of President.

Based in Chicago, Illinois, IES/IAS offers superior academic programs abroad for American undergraduates of all races, creeds, and ethnic backgrounds. The goal of this organization is to enable students to develop critical awareness of the common problems facing mankind and to become responsible, independent and concerned citizens of the world. IES/IAS is committed to the internationalization of U.S. campuses through faculty development, seminars and conferences, faculty and student exchanges, and lecture tours in the U.S. by overseas academics. IES Centers are located in Berlin, Dijon, Durham, Freiburg, Kiev, London, Madrid, Milan, Moscow, Nantes, Paris, Salamana, and Vicense Ind. manca, and Vienna. IAS programs are located in Adelaide, Bangkok, Beijing, Canberra, Nagoya, Singapore, Taipel, Tokyo, and Yogyakarta.

The President is responsible for all programs, activities and functions of the Institute and Interfaces with its internal and external constituencies. The President should understand the uniqueness of IES/IAS and its role in higher education. The successful candidate will most likely have held a senior academic position and have a blend of administrative experiences. The new President should be available to assume the position In the late Fall of 1992.

All replies will be held in confidence. Please send résumé and references to:

> William J. Bowen 125 S. Wacker Drive Suite 2800

An equal opportunity, affirmative action employer.

Speech Pathology: Instructor/assistant pro-fessor of speech-language pathology. Full-tion tenuro-track position, available Sep-tember 1, 1921 in undergraduate program in scenic central New York. Master's re-quired, doctorate preferred, CCC-SIP re-culred. Danies include teaching undergrad-tate situdents and supervision of under-graduate clinicinus. Selary and rank com-mensurate with experience. Excellent benefits, Send Jetter of application, stupe-recent latters of recommendation, tran-script and cutrent vits, to: Pamelia O'Con-nell, Ph.D., Chair, Department of Speech Pathology and Audiology, State University

Sport Management: Department of Kinesi-ology and Health Education, The Universi-ty of Texas at Austin, is seeking applicants for a tenure-track position in sports man-scancus beginning August, 1992. Expertise in sport marketing, promotion, finance and exponders, and earned doctorate required, Salary commensurate with experience and expertise. Involves teaching, research and service. Send letter, curriculum vine, tran-scripts, credentials, three letters of recom-

Student Activities: Graduate Assistantshirs—The University of Rhode Island
Memorial Union/Student Activities. These
positions offer opportunities for experience
in the field of student activities including
but not limited for student activities including
but not limited for advising student organizations, facilities management, Universitywide committees, and research projects.
B.A. or B.S. required, a demonstrated careor interest in student personnel/student
activities and acceptance in Graduate
School is required. Stipend and tuttion
waiver provided. Amplication deadling
Wednesday, March 4, 1992. Forward resume and three letters of reference to: Stuart Simons, c/o Graduate Search Commuttee, 234 Memorial Union, The University
of Rhode Island, Kingston, Rhode Island,
O2881, Will be at NACA National Convention, BBO/AA. Student Media: Coordinator of Student Media, Virginia Polytechaic Institute and State University (Virginia Tech), Hischesters, Virginia Virginia Tech), Hischesters, Virginia Virginia Tech, Hischesters, Virginia Virginia Tech, The Coordinator provides administrative oversight for all member organizations of the Student Media Board; semi-weekly broadsheel newspaper, yearbook, phinography staff, radio station, television station, and literary magazine. Combined 1991-1992 budgets exceed \$460,000. The Coordinator position is 12-month administrative faculty

mendation and references no later than April 1, 1992 to: Chair, Scarch Committee, Department of Kinesiology and Health Ed-ization, Bellmont Hall 222, The University of Texas at Austin, Austin, Texas 78712. AA/EOE.

Director of Student Activities, 329 Squident Center, Student Center, 34051-0138; fax 703-231-5430, Application review will begin Munday, February 10, 1992. Women and minority candidates are strongly encouraged to apply. EO/AA.

reporting to the Assistant Director who serves as Chair of the Medie Board, Master's degree in student personnel administration, normalism, or related field quired. Minimum 2 years' experience is student media operations with emphasis on financial management preferred. Salary \$22,000-524,000, excellent fringe benefit, package. Send letter, résume, and namers, addresses, and telephone numbers of three telephone references to Timothy A. Reed, Assistant Director of Student Activities. 229 Squires Uteriols

Student Services: Dean of Student Aradianic Services: Reports to the Vice Presidenic Services. Reports to the Vice Presidenfor Student Affairs. Responsible for coordination, supervision and administration of
subordinate units consisting of Admisions. Records, Registration and Texbook
sions, Records, Registration and Texbook
service. Also formulation of academic calendar, final examination schedule, mainenance of student major files, enrollment
amanagement, staffing, budge formulation
management, staffing, budge formulation
ments; other duties as assigned. Callective
staff includes 14 professional and 30 chil
service employees. Doctorale required; a
history of progressively responsible experience in ureas directly related to Admisstore. Records and Registration knowltone. Records and Registration knowltone demographic and marketing treatframe and distributed computer systems;
frame and distributed computer systems;
sood interpersonal, communication, budselary and management skills; dedication to

College Misericordia

President

Dallas, Pennsylvania

The Board of Trustees of College Misericordia invites nominations and applications for the position of President. Founded in 1924 by the Religious Sisters of Mercy who continue to sponsor the institution, College Misericordia is a Catholic, co-educational college dedicated to the values of justice, mercy and service. It strives to deliver quality, affordable undergraduate and graduate education to individuals of all faths Accredited by the Middle States Association, the College integrates the libral arts with technical and professional education. The College has professional accreditation in occupational therapy, medical technology, radiologic technology, unsuppose a social work.

ogy, nursing, and social work. The College enrolls approximately 1,600 traditional and non-traditional students in courses for Associate, Bachelon's, Master's degrees or professional certificates. It has a full and part-time faculty of 130.

Against national trends the College has operated on a continually balanced budget, has made major additions to its physical plant, and is experiencing increases in enrollments and entering student board scores. Ninety-live percent of its 1990 graduates have found employment.

Located close to the Wilkes-Barre/Scranton airport in Northeast Pennsylvania, a growing area with 10,000 new employment opportunities since 1985 and rich in recreational resources, the College is a three-hour drive from either Philadelphia or New York City.

The President reports to the Board of Trustees and is responsible for the scademic, administrative, and financial affairs of the College. Qualifications for the position include:

demonstrated compatibility with the mission and value system of a Catholic college in the Mercy tradition
 earned doctorate preferred
 willingness to complete implementation of current academic plan and encourage new planning for next phase of development
 ability to establish and sustain a climate of aspiration
 adept at communication with diverse constituences
 demonstrated skills in the successful administration and management of a commanable educational institution.

 ability to effectively represent the ussuage of the College to a variety of external organizations, agencies and individuals

proven fund-raising capabilities and evidence of successful resource ac-

forninations and applications should be sent to:

Sarah Ellen Lenahan, Ed D., Chair Presidential Search Committee College Misericordia Lake Street Dallas, Pennsylvania 18612 Applications should include a current resume and a letter discussing the caudidate's suitability for the position.

The Search Committee will begin reviewing applications on February 19 1992. No candidate can be guaranteed full consideration if materials are received after that date.

College Misericordin is an AA/LEO employer. This search is assisted by the Presidential Search Consultation Service of AGB.

HAZELDEN

PRESIDENT / CHIEF EXECUTIVE OFFICER

Huzelden Foundation, founded in 1949, a world leader in the field of Hazelden Foundation, founded in 1949, a world leader in the tent of alcohol and chemical dependency, has an exceptional opportunity for an experienced sentor executive. The position offers a infigue opportunity to bring a full range of proven executive skills in financial and stratege planning, marketing, operations and development to the management of non-profil organization. This person must also possess strong interpresal skills that will emoble the candidate to communicate with the provider community, public policy makers, patients and publishers. This individual will face the additional challenge of guiding the organization through a period of significant change in the delivery of rehabilitative services.

Headquartered about 50 miles north of Minneapolis/St. Paul. Minneaola. Hazelden offers a variety of residential rehabilitation, aftercare and family programs, as well as educational programs and nuterials that are distributed worldwide.

Interested candidates should send a cover letter and résumé to: Human Resources (position #900), Hazelden Foundation, Box 11, Center City, MN 55012.

Despensation is competitive with other Technical and Community Colleges of Comparable size in the region.

Position Holt, Rinchart and Winston,

quarters in Austin, has an editorial position available didates should also have a writing style appropriate to secondary school students, material covering a range of historical topics, a background in historical facts and interpretation, and familiarity with historical references and sources. Specialization in American or other non-European history preferred. Publishing and related teaching experience with knowledge of secondary social studies curriculum development

Please send resume with

In the complete of the contract per the property of the contract of the contra

Editorial

lnc., a major school text-

book publisher with headin its Social Science Department. Qualified candidates must have a bachelor's degree in History, Master's degree preferred. Canthe ability to edit or rewrite

salary requirements to: Holt, Rineharl and Winston, Inc., Personnel Dept.SS2, 1627 Woodland Ave., Austin, Texas 78741.

Theatre: Illinois College is a private, well endowed, Phi Beta Kappa, fiberal arts college localed in west central illinois. We seek applicants for a tenure-track position who are generalists and qualified to teach a variety of courses, including action, directing, introduction to playwriting and theatre history. The successful applicant will serve as director of theatre and be responsible for an undergraduate production schedule designed to serve the major and the seneral education program. Ph.D., required; teaching and directing experiences preferred. Rank and salary dependent upon qualifications. Send application, curriculum vitac, transcript, and three letters of recommendation to: Professor Raymond Ford, Chairman, Communication and Theatre Degariment, Illinois College, lacksonyills, Illinois 62450. Application deadline: Fabruary 14, 1992. Illinois College is an AA/EOE.

Theatre/Communications: Tenure-track po-sition at the rank of Assistant Professor at

TheatreDance: Assistant Professor/Performance Specialist. Department of Theatre and Dance in a small liberal arts University seeks teacher of acting, movement, volce, supervisor of dance and several courses. Three courses per semester, Ability to direct desirable. Ph.D. or MFA required. Professional experience and university-level teaching preferred. Salary negotiable. Tenure track. Application, resumplyidas, transcripts, three letters of recommendation by February 21, 1992 to Starch Committee, Department of Theatre and Dance, Ohio Wesleyan University, Delaware, Ohio 43015. To increase diversity on campus, applications from minorities and women are strongly encouraged. AA/EOA.

If this describes you, we encourage you to apply for the position of Chancellor

Southeast Community College is a multi-campus college with the administrative offices located in Lincoln, the capital of Nebraska. Southeast Community College, with 450 full-time employees and a \$25,000,000 budget, serves over 38,000 people (5,800 FTE) each year through credit and non-credit courses. The campuses, located in Lincoln, Milford and Beatrice, provide vocational/technical and academic transfer programs. Southeast Community College is a locally supported two-year public community college and a vital segment of Nebraska's postsecondary

The Chancellor serves as the chief executive officer of the College, reporting directly to a locally elected Board of Governors.

Qualifications of the successful candidate will include:

- ♦ A leader who will work with the Board of Governors and the College community to provide an open and objective atmosphere for policy making and participatory management.
- ♦ A demonstrated commitment to affirmative action and equity in the recruitment and retention of staff, students and faculty, and in the development of College programs, curricula and
- ♦ Ability to provide positive leadership in community relations, marketing, legislative relations,
- fund raising, and the teaching and learning environment. ◆ Ability to provide a vision that looks to future opportunities and changes for the College.
- ♦ Experience and skills in budgeting, financial management, economic development, strategic planning and organizational development.
- ♦ Experience in higher education administration.
- ♦ An earned doctoral is desired. Persons with master's degrees and related experience will be given serious consideration.

Salary is competitive and commensurate with qualifications and experience. Excellent benefits.

Application Procedure

Applicants for the position of Chancellor are requested to provide:

- ♦ A letter of application specifically addressing education, leadership skills,
- management style and experience. ♠ A current resume or curriculum vita.

Send to: Chancellor Selection Committee, c/o Scudder Law Firm P.O. Box 82027, 411 South 13th Street, Lincoln, NE 68501 (402) 435-3758, 9 a.m. - 4 p.m. CST

Reviewing and screening of applications will begin on <u>February 15, 1992</u>. The application process will remain open until a suitable candidate is found. Candidates selected for consideration for the position will be requested to provide references, additional information and transcripts. The Chancellor is expected to assume the position on or before July 1, 1992.

All applications will be held in absolute confidence as property of the Scudder Law Firm, General Counsel to the Southeast Community College Board of Governors. Applications will be available only to Board CEO Search Committee members unless written release is obtained from applicants.

Southeast Community College is an Equal Opportunity/Affirmative Action employer.

All individuals, especially women, minority and disabled are encouraged to apply.

the two-year liberal arts campus (1100 students) of the University of Wisconsin Center at Wansau, Wisconsin. Teach courses in public speaking and theaterforms with the direction of one major theater production each senester. A terminal degree (Ph.D. or M.F.A.) required. Starting date August 26, 1992. Salary: Competitive. Send letter of application, returned to the Assistant Professional Institution and a reference to C. Rindfelsch, Chair; UW Centers Decartment of Communication Arts; 2000 West Fifth Street, Marshfield, Wisconsin S449 by February 20, 1992. The UW Centers is an AABO institution and an alphabolical list of all nominees and application, without differentiation, may be released following the closing date.

to urban planding careers. The Planning Department offers as undergradeate, liberal arts degree in Urban and Regional Studies, professional matters degrees in City and Regional Hamina, Historic Preservation Planning, and Regional Science, and the Ph.D. with majors in several planning fields. The Women's Studies Program offers an undergraduate major and a graduate minor supported by fasculty loinity appointed in several scademic units and associated faculty throughout the University. Carefulates with both academic interest and professional experience in dealing with sender issues, especially in urban planning, environmental analysis, growth management, community planning audior urban design, are encourage women and minority applicants. Cornell is an equal opportuaity employer and educator. ANEORE, Deadine is February 15, 1992. Pleases send a letter of application, résumé, and the names and addresses of sit least times professional references to Professor Kernalt C. Parsons, Chairman, Joint Faculty Search Committee, Degastment of City and Regional Planning. Mineral New York 14833.

End Paper



Preserving the Past for the Future

TOT LONG AFTER THE INVENTION OF PHOTOGRAPHY, it was widely acknowledged that photographs had a particular utility as historical documents, capable of bringing the distant near and preserving the past for the future. "Posterity, by the agency of photography, will view the faithful image of our times," Englishman Lake Price wrote in 1858. "The future student, in turning the pages of history, may at the same time look on the very skin, into the very eyes, of those long since mouldered to dust, whose lives and deeds he traces in the text."

For American essayist Oliver Wendell Holmes, writing the following year, the extraordinary detail preserved in a photographic image made a "perfect photograph ... absolutely inexhaustible" as a source of information. Late-twentieth-century advances in electronic imaging, which permit the manipulation and alteration of photographic images, make it difficult for us to maintain this faith in the fundamental authenticity of contemporary photographs. But the close visual correspondence between the subject photographed and the photographic image makes most nineteenth-century photographs apt subjects for historical inquiry.

"Photography in Nineteenth-Century America," an exhibition of 151 framed prints, dayguereotypes, books, albums, and stereographs, will be at the Mead Art Museum at Amherst College from February 1 through April 5.

The text above is by Martha A. Sandweiss, director of the Mead Art Museum. It is excerpted from the exhibition's accompanying book, which is edited by Ms. Sandweiss and co-published by the Amon Carter Museum and Harry N. Abrams Inc.

Waysa Mealus

President Bush plans to appoint the controversial Carol Januage to the Board of Instees of the Woodrow Wilson international Center for Scholars, according to Charles Blitzer, the center's director.

The Woodrow Wilson Center, a (ederally supported rescarch addution, has a board appointed by the President. No Senute firmation is required.

Ms. Iannone, a teacher and administrator in the Gallatin Division of New York University, was the subject of a bitter political battle last spring after the President nominated her to a seat on the National Council on the manities, the advisory board for he National Endowment on the

The Senate Labor and Human Resources Committee killed her mination in July. NEH Chairman vane V. Cheney decried Ms. amone's rejection, saying she had ten rejected because of her mservative political views.

Opponents of the nomination d they had fought the nomination ecause she did not have a kilmuished record as a scholar

Last week, some critics of Ms. imone privately said they believed that the Administration had warded her this appointment as a consolation prize." They also said drs. Chency, who is a member of the Wison board, had played a role in erwading the Administration to wheet Ms. Iannone for a post that aukl not be blocked by the Senate

Ms. lannone was unavailable for omment. A spokeswoman for Mrs. Chency said she had played no role Lyine Cheney is doing all the hings that everyone accuses her of loing, then she'd have no time to untheendowment. If she was such a woman, I'd send her my

Mississippi Gov. Kirk Fordice et off a controversy last week when he said he would call out ie National Guard if the U.S. apreme Court ordered ents in the state's istorically black colleges that sould require a tax increase. Mr. Fordice, a Republican, made e comments in response to a uestion while speaking at the lississippi Press Association sked what he would do if the Apreme Court ordered a tax increase, he said: "We may have to a not soing to do it." The Supreme Court is now Considering a desegregation case in which supporters of the state's back colleges have asked for judicial orders to require more state support After the Governor's remarks were criticized, aides said he had not beth understood, Johnna Plummer. the Governor's press secretary, wand: ile was using a strong metupher to

haratehow opposed he is to raising

lates. He did not literally mean that

be was soing to call out the Guard."

Government & Politics

Justice Department Ends Its Antitrust Inquiry at 19 Colleges; Their Leaders Express Relief

But the absence of notification letters to other institutions leaves their presidents worried

By SCOTT JASCHIK

The Justice Department last week sent letters to 19 colleges and universities to notify them that they were no longer under investigation for possible violations of federal antitrust laws.

Officials at the colleges said they were

Colleges Dropped From Antitrust Investigation

glad to have the inquiry end. They said they had never violated antitrust laws, but had been forced to spend hundreds of thousands of dollars on legal fees because of the probe.

Said Michele Tolela Myers, president of Denison University: "We're very pleased to have this end. We never felt we were

Albion College **Antioch University** Chatham College College of Wooster Converse College **Denison University DePauw University Goucher College Hollins College**

Hope College

Kalamazoo College Kenyon College Mary Baldwin College Ohio Wesleyan University Randolph-Macon Woman's Sarah Lawrence College Sweet Briar College University of Southern California Wheaton College (Mass.)

Some U.S. Budget Gains Likely for Science, but Little Increase for Student Aid

By THOMAS J. DeLOUGHRY WASHINGTON

College officials expect President Bush to seek meager increases for student aid and biomedical research, but large increases for some other kinds of scientific research when he sends his budget request for fiscal 1993 to Congress this week.

The mounting federal deficit and a 1990 agreement between Congress and the White House are expected to limit spending for the 1993 fiscal year, which begins in October. Most Washington observers expect the Bush Administration to concentrate its proposed increases on programs that will serve the President's political interests as he seeks re-election.

Mr. Bush announced one such priority fast week, indicating that he would keep a promise made at the 1989 "Education Summit" in Charlottesville, Va., by requesting a \$600-million increase in the \$2.2-billion Head Start program for disadvantaged preschool children.

Major Increases for NSF

The White House also appears to be prepared to continue its campaign for major increases in the budget of the National Science Poundation. The President is expected to request a raise of about 18 per cent for fiscal 1993. Part of the additional money would go for major new MSF efforts in manufacturing and environmental research and new governmentwide programs in biotechnology and advanced materi-

The Administration is also expected to request a 34-per-cent increase for the Superconducting Supercollider, which is being constructed near Dallas. That would bring

the supercollider's budget to \$650-million, and supporters and critics are preparing for a major fight over the request.

Though many details about the budget

are still unclear, college lobbyists here say they're not expecting big increases for Pell Grants, health research, or other programs because of the terms of the 1990 budget agreement. That five-year accord limits spending for domestic discretionary programs-which exclude benefit programs like Medicaid—to \$207-billion, an increase Continued on Page A28

doing any kind of collusion or price fix-

But while some college presidents were celebrating, others were still worrying. No members of the Overlap Group, which has been at the center of the Justice Department investigation, reported receiving a letter from the Justice Department last

The Justice Department inquiry, which started in 1989, concerned allegations that some private colleges shared information about tuition rates and financial-aid awards in a way that violated federal antitrust laws. The Justice Department has never released a list of all of the colleges in the probe, but 57 institutions have confirmed that the department requested documents from them for the inquiry.

Settlement With Ivy League Colleges

All 23 members of the Overlap Group were among the 57. The Overlap Group is an organization of prestigious private colleges in the Northeast that-until the inquiry began-met annually to compare financial-aid awards being offered to prospec-

Last May the department reached a settlement with the eight lvy League institutions, under which they would stop participating in Overlap Group activities. At the same time, the department formally charged the Massachusetts Institute of Technology, another Overlap member. with violating antitrust laws when it would not join in the agreement.

The department has taken no action against the remaining 14 members of the group, but none of them was cleared by the department last week. Officials of those institutions, who asked not to be identified, said they did not know if the Justice Continued on Page A27

Judge Finds Discrimination Against Hispanics in Texas System; Corrective Plan Ordered



2. Laredo State University 3. Texas A&I University 4. University of Texas at El Peso 8. University of Texas-Pan American 8. University of Texas at San Antonio

By KATHERINE S. MANGAN

A state judge ruled last week that Texas's higher-education system has discriminated against Hispanic citizens.

The ruling, which stunned political leaders, appeared to contradict the findings of a jury in the same case. It was a victory for Hispanic groups that claim the state dis criminates against residents of the predominantly Hispanic South Texas region.

State District Judge Benjamin Euresti, Jr., gave the state until May 1993 to propose a plan to correct inequities in its formulas for financing public colleges and universities and for insuring equal treatment for the six four-year colleges in South Texas. If the state fails to do so, the judge said he would freeze state payments to all public colleges.

Lawyers for the state said they would almost certainly appeal the ruling, which. Continued on Page A30

were done independently."

But John Hammer, the director

ance, says, "At the time of the

budget decisions, I speculated that

there had been a checking back and

forth" between the NEH and Con-

gress over the issue, as Congres-

"And I can't find any evidence

Says Stanley Katz, the president

of the American Council of

dered whether the fact that there

was this peculiar reorganization of

the Challenge Grants Office, which

appeared to be diminishing the im-

portance of Challenge Grants at

NEH, making it so there would no

longer be a central program, had

influenced Congress's decision."

While the endowment continues

to defend its handling of the Chal-

lenge Grant Program, the contro-

versy over its budget has brought

rare criticism of the endowment

Humanities, the NEH advisory

Robert Hollander, a professor of

European literature at Princeton

University and until recently a

member of the council, says he op-

posed the staff changes. He says:

"I think Lynne Cheney decided to

Criticism From Council

Learned Societies: "I've won-

that the NEH protested the budget

sional aides have confirmed.

cut," he adds.

Campaign Draws Attention to Idea of Linking Student Loans, Service

Continued From Page Al

issued by several key members of Congress in 1989. That proposal would have required students to perform national service as a condition of receiving aid. Many educators attacked the idea as discriminatory because it placed extra dend" realized by cuts in defense burdens on students from needy

While some college students and officials praise Mr. Clinton's concept as a way to generate enthusiasm for public service and political support for student aid, many others fault it for its lack of specificity.

Gov. Bill Clinton, who has made national service part of his campaign. says the idea could **"revolutionize the social**

landscape of America." They say the Clinton plan would not solve other key student-aid

problems, such as helping students reduce indebtedness or reducing The Clinton proposal, critics also say, appears more tailored to middle-class, 18-to-22-year-olds,

rather than the growing numbers of

non-traditional students. U.S. Sen. Bob Kerrey of Nebraska, one of Mr. Clinton's rivals for the Democratic nomination, has attacked the plan, Senator Kerrey says that "national service should be an active part of every American child's life," but that treating it as "a ticket to go to col-

lege" is wrong. Several other Democratic candidates have also criticized the plan. but their attacks have presumedincorrectly-that Mr. Clinton's proposal would mandate national service in exchange for aid.

Precise details of the Clinton plan have not yet been determined. John Kroger, deputy national-issues director for Mr. Clinton, says the campaign organization is not equipped to develop such a plan.

But the principles are clear, and they reflect the "responsibility" theme that Mr. Clinton is championing on the campaign trail.

'Opportunity and Flexibility'

Mr. Clinton envisions a national direct-loan system open to every student. Because students would have the option of repaying their loans through national service or as a proportion of their income, Mr. Croger says, "it expands onno nity and flexibility" and "decreases the burden" that some students now face when they graduate with heavy debts.

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Pilot Program Planned

Joseph Duffey, president of American University, is equally enthusiastic. He was one of the few college presidents to endorse the earlier proposal for mandatory national service. "The campaign is giving momentum to the idea," he says. "It's an idea that really should be confronted."

Under a law enacted in 1990, a new Commission on National and Community Service will oversee a pilot program that will help states says that student-aid programs offer students vouchers toward tu-



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'Really Good New Option'

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Government & Politic

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Adds Mr. Obear: "I like the no

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The Overlap colleges, besides costly." Presidents of the 15 non-Overlan he lvy League universities and colleges included in the Justice De- appointed by Congress's appropri-Mr. are: Amherst, Barnard, Bowpastment investigation that did not ation for the Challenge Grant Proon, Bryn Mawr, Colby, Middlehear from the department last week gram. They say the cuts were made buy, Mount Holyoke, Smith, said they were encouraged by the without their approval and the de-Thinty (Conn.), Vissia, Wellesnews that the investigation ap- cision to make the reductions was ey, and Williams Colleges; and Tufts and Wesleyan Universities. peared to be ending Ruth A. Gina Talamona, a department Schmidt, the president of Agnes pokeswoman, said last week that

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WASHINGTON

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Stephen Cox, director of the University of Arizona Press, says humanities programs to specific the grant his institution is getting this year "will have a marked ef-Changing the emphasis of program, they say, would allow her to exert tighter control over the manner in which the money is

fect on our publishing capabilities, allowing us to be able to increase the number of books we publish. It would be very sad if they decided to end this program." Many humanities scholars blame

the budget cuts on staff changes made last summer at the endowment, resulting in the elimination of the Office of Challenge Grants and the redistribution of its duties to make cuts in the Challenge to other endowment divisions. Some privately say that NEH Chairbulget about to begin, scholars are man Lynne V. Cheney made it

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'I Don't Understand'

NEH council member Paul J. Olscamp, president of Bowling Green State University, says: "I don't understand the budget cuts. The Challenge Grant Program is the only sort of program the NEH has that encourages the people who receive the grants to raise private funds. It's a very productive program and it seems to me that it fits a Republican agenda."

He adds: "The NEH is made up a of people appointed by two Republican Administrations. I would have thought that this kind of program would be in accordance with the Republican agenda in that it encourages private matching

No matter who was responsible for the large cuts in this year's from the National Council on the budget, humanities scholars rave about the value of the program.

> Said Mr. Wenger of the Medieval Academy: "It has been rumored that the program is being threatened with being cut altogether or being reduced. We hope for our sake and the sake of our fellow institutes that the program isn't allowed to die of neglect."



Luke Wenger, director of an academic society: "Challenge Grants are unique in the kinds of money they allow us to raise."

Campaign Draws Attention to Idea of Linking Student Loans, Service

issued by several key members of Congress in 1989. That proposal would have required students to perform national service as a condition of receiving aid. Many educators attacked the idea as discriminatory because it placed extra burdens on students from needy families.

While some college students and officials praise Mr. Clinton's concept as a way to generate enthusiasm for public service and political support for student aid, many others fault it for its lack of specificity.

Gov. Bill Clinton, who has made national service

part of his campaign,

says the idea could

"revolutionize the social landscape of America."

They say the Clinton plan would not solve other key student-aid problems, such as helping students reduce indebtedness or reducing defaults.

The Clinton proposal, critics also say, appears more tailored to middle-class, 18-to-22-year-olds, rather than the growing numbers of non-traditional students.

U.S. Sen. Bob Kerrey of Nebraska, one of Mr. Clinton's rivals for the Democratic nomination, has attacked the plan. Senator Kerrey says that "national service should be an active part of every American child's life," but that treating it as "a ticket to go to college" is wrong.

Several other Democratic candidates have also criticized the plan. but their attacks have presumedincorrectly-that Mr. Clinton's proposal would mandate national service in exchange for aid.

Precise details of the Clinton plan have not yet been determined. John Kroger, deputy national-issues director for Mr. Clinton, says the campaign organization is not equipped to develop such a plan.

But the principles are clear, and they reflect the "responsibility" theme that Mr. Clinton is championing on the campaign trail,

'Opportunity and Flexibility'

Mr. Clinton envisions a national direct-loan system open to every student. Because students would have the option of repaying their loans through national service or as a proportion of their income, Mr. Kroger says, "it expands opportunity and flexibility" and "decreases the burden" that some students now face when they graduate with heavy debts.

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Government & Politic

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US Notifies 19 Colleges It Has Ended

By STEPHEN BURD

WASHINGTON Humanities scholars fear that a popular federal program that prosides support for universities and sholarly groups may be eliminatdbecause of budget cuts and lack of support from the National Endownent for the Humanities.

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Awards May Be Canceled

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A House Appropriations staff member confirms that the decision to make cuts in the Challenge Grant budget was related to the staff changes at the endowment. "The fact that the NEH was reorgaman Lynne V. Chency made it nizing itself made it appear that maybe the NEH itself was de-emphasizing Challenge Grants," the iide says, "It made it more palatable for us to make the cuts in the Challenge Grant Program so that we could fund other things in the NER without going above the Ad-

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Changes Defended

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He adds: "The NEII is made up of people appointed by two Republican Administrations. I would have thought that this kind of program would be in accordance with the Republican agenda in that encourages private matching

No matter who was responsible for the large cuts in this year's budget, humanities scholars rave about the value of the program.

Said Mr. Wenger of the Medieval Academy: "It has been rumored that the program is being threatened with being cut altogether or being reduced. We hope for our sake and the sake of our fellow institutes that the program isn't al-'I think Lynne Cheney decided to



Luke Wenger, director of an academic society: "Challenge Grants are unique in the kinds of money they allow us to raise."

Walter E. Massey has brought a

new-and many researchers say

wekome-political style to the job

of director of the National Science

Mr. Massey, more than his pred-

ressor and many politicians who

deal with science policy, is praised

for his keen understanding of aca-

"I have heard only warm praise

and encouragement for him." said

John C. Crowley, who directs the

Washington office of the Massa-

chasetts Institute of Technology.

Erich Bloch, Mr. Massey's pred-

ccessor, came to the NSF after serv-

ing as a vice-president of IBM. His

supporters maintained that his

strong leadership led to bigger

budgets and programs that were

more relevant to the nation's

But critics accused Mr. Bloch.

melectrical engineer, of over-em-

phasizing research of interest to

businesses to the detriment of the

most fundamental research at uni-

versities. They complained that he

created too many research centers

astime when individual research-

es were desperate for more sup-

port. And they criticized his some-

Incontrast, many science-policy

experts say Mr. Massey, who as-

smed the post last March, is living

up to his reputation as a consensus

builder. A physicist who was for-

menly the vice-president for re-

search at the University of Chica-

p. Mr. Massey is widely per-

ceived as being well informed and

sympathetic to the concerns of uni-

Scientists say they will have a

eller sense of Mr. Massey's prior-

ilies this week, when President

Bush unveils his budget proposal

for fiscal 1993. The proposal, the

list of Mr. Massey's tenure, is ex-

peded to include an increase of

about 18 per cent for the founda-

tion, including an 18-ner-cent rise

is the amount available for re-

ersities and researchers.

18% Increase Anticipated

imes pugnacious style.

demic science.

Big Gains Likely in Science, Not in Student Aid

a of only \$5-billion over fiscal in its plan for reauthorizing the to save any possible increases for

Health researchers are glumly predicting that President Bush will ask for an increase of between 3 and 4 per cent for the National Institutes of Health. "It's absurd to have an agency as productive as the NIH has been over the past four decades get such small increases," said David B. Moore, the assistant director of governmental relations at the Association of American Medical Colleges. "They're slowly strangling it."

Bernadine P. Healy, the director of the NIH, conceded in an interview last week that she was "disappointed" with the Administration's budget request. "But there are competing Administration priorities, and this year, Head Start which I think is a very important program-is the No. 1 priority," she said. "We've got to respect competing priorities."

Similar to 1991 Proposals

As for student aid, college officials and Congressional aides expect the Administration's 1993 budget figures to be based on proposals for restructuring aid pro- fail to agree on a higher-education spent on education, health care, grams that will be similar to those law by the summer, lawmakers and other programs.

President Bush has proposed an

overhaul of job-training efforts. He

said the changes would improve

the coordination of federal pro-

grams and increase the chances

that people receive training for jobs

that are actually available.

tent of educational programs.

tion. Hence it was unclear last

week how the President's plan

■ That Private Industry Coun-

cils, local boards that manage

funds for the Job Training Partner-

ship Act, be given new authority to

coordinate all federal job-training

programs, including the JTPA, Edu-

cation Department vocational pro-

which job-training programs, in-

cluding those at community col-

leges and proprietary schools, are

eligible to participate in federal

programs and to have students use

federal aid to pay tuition. The certi-

fication would be based in part on

the availability of jobs in the fields

■ That the student-aid system be

changed to make it easier for peo-

ple to receive aid throughout their

working careers if they wish to im-

President Bush announced the

new program in a speech at Morris

⁵ for which students are trained.

prove their job skills.

■ That the councils certify

grams, and welfare efforts.

President Bush proposed:

. would fare in Congress.

WASHINGTON

the White House put forth last year could opt to be stingy for 1993 and

ministration's proposals, which for the 1994-95 academic year. Even if reauthorization is done in time to affect the fiscal 1993 budget, students and college offispending constant and redistribute cials expect that the 1990 budget agreement and the President's emphasis on finding money for Head Start will limit student-aid in-

> Many in higher education are calling for a new budget agreement

The Administration is

expected to concentrate proposed increases on

the President's Interests as he seeks re-election.

that would not include the current tween domestic and defense accounts. They hope that cuts in the Pentagon budget will create "a peace dividend" that could be

Advocates for increased spend- higher-education groups-that lob bies Congress for larger education ing on various domestic programs-including health care. budgets. "The budget agreement is premhousing, and welfare—already have begun banding together to persuade lawmakers to rewrite the

ised on factors that are no longer," Mr. Mitchem said, noting the dissolution of the Soviet Union. "We budget agreement. "The Campaign really need to do what we can to promote our economic recovery. vest in America Working Group" are among the coalitions that have and a big part of that is getting senbeen formed in Washington to push ous about education," he added "That's our national security

Government & Politica

Others in Washington who support a new budget agreement wam, however, that educators and othgroups have been absent so far. ers should not view a new accord Bob Chase, vice-president of the as a path to riches. They argue that any new agreement would probagroups in higher education will buy bly trim the Pentagon budget by \$8 billion to \$10-billion a year and education and health programs would be fortunate to receive half that amount.

They could receive even less if lawmakers opt to cut taxes as some have proposed or to put the savings prepared to accept Mr. Chase's in- toward reducing the deficit as othvitation. Arnold L. Mitchem, pres- ers have recommended, Still obident of the Committee for Educa- ers have proposed putting the montion Funding, said that his group ey into public-works projects that was considering membership in they say, would create jobs and aid "The Campaign for New Priorithe nution's recovery from the reties." The Committee for Educa- cession.

tion of about 100 education organi- Stephen Burd, Colleen Cordes zations-including the American and Kim A. McDonald contribute Council on Education and other to this article.

ready have their programs re- posed role of the Private Industry Councils was appropriate. "We want to see programs with a closer connection with business and industry, that train people for jobs

> that exist," she said. Ms. Brand, added, however that the councils would seek to certify programs that provide people with "broad skills," not just the knowledge to perform one job at a given company.

A fact sheet distributed by the White House also defended the need to have councils review programs. It said the reviews would help clean up abusive inst schools that devour federal and state funds without providing any real training."

search and major new initiatives in manufacturing and environmental Noting the new effort in manufacturing research, some policy ex-The proposal on student aid was pens say Mr. Massey shares Mr. Bloch's interest in economic compelitiveness and in science and en-

gineering research of interest to industry, which sparked controversy for Mr. Bloch. But they add that Mr. Massey has pursued those interests in a lower key. They credit him with ween such research and the new the one hand, and a strong empha-

Many scientists say they are pleased that the NSF has stopped creating new science and technolby research centers, at least for he present. The engineering office hold a competition this year for about seven new engineering research centers. But the foundation did not sponsor a competition for hen science centers last year, and a planning none for fiscal 1992 or

tison individual researchers on the

have made mistakes that they have corrected-or will correct-but Instead, Mr. Massey is concentrating on increasing the average also emphasizing the contributions that universities make. It worries size and length of grants to individual researchers, as well as the size him that universities may count on just riding out the controversy.

Many Academics Praise Science Foundation's New Director—and Await His First Budget

of awards to existing centers, the In a recent interview, Mr. Massey demonstrated the sympathetic view of academe that has impressed university researchers. harm academic research. particularly in comparison with

Waiter E. Massey emphasizes his concern about how universities and the federal

government will respond to recent public challenges to academic integrity.

1993, according to a foundation of- only admitting that universities

Human Services officials. But he also called on universities

official said.

intentions will take steps that will Apparently referring to efforts in

and waiting for the problems that one of our nation's most valuable

from the research.

"It's as if there's a hunkering down in the community," he said. "What scares me the most," he added, is that people with the best

some members of Congress and the Administration and Congress some Department of Health and to revise the system of reimbursing universities for research overhead. to be assertive, instead of lying low he said: "I think universities are

Formerly vice-president for research at the University

of Chicago, Walter Massey is widely perceived as sympathetic to universities and researchers.

lieved his agency was already on poses, that would inadvertently the right course, in terms of the harm the universities."

onling a better balance so far he-cerns about the way in which unicenters that partly support it, on ment will respond to recent public

> Universities, he said, may take it for granted that the public will continue to "respect and admire" scientists and their institutions, even lations about sports scandals, scientific misconduct, and improper between the government and unicharges for research overhead.

'A Hunkering Down'

added. To do so would involve not upon protecting or increasing the

have recently plagued them to resources. I would not like to see a blow over. He indicated that he be-

Mr. Massey said the founda-Mr. Massey emphusized his conforms to the overhead system was into research," Mr. Massey said. that the system should be easily unversities and the federal govern- derstood, should provide for some stability in the way it works so institutions can plan for the future, and should not hurt universities.

This is an appropriate time, he added, to re-examine the issue of to their district or state, whether the government should

of research. But now some federal

portion of federal money spent on the direct costs of research by placing new limits on overhead. They are asking whether universities shouldn't pay more overhead costs themselves, since they too benefit

Mr. Massey said the government must be assured that it is not contributing more than the real costs of rescarch, that universities are spending federal money properly. and that they are keeping the rec-

ords to prove it. But he added that he hoped the government would continue to pay the real costs of research-including overhead-because the investment has proved so worthwhile.

Some in Congress and the Administration argue that the revelations about improper charges indicate that overhead rates could be cut as a way of pushing universities to weed out wasteful spending. Mr. Massey, however, said the actual overhead costs that universities incur have been rising, especially the costs of renovating research facili-

"I don't start from the position that there is a great amount of tion and for grants to individuals. tion's position on long-term re-

He encouraged scientists to invite lawmakers to visit their laboratories to see what federal support for academic research really means

On other matters, Mr. Massey after a series of embarrassing revehas been the general understanding tion's budget that goes to education "is about right now," although he would like to see spending for. Universities have always been both education and individual reexpected to share some of the costs search awards continue to rise. The budget for the foundation's acken frankly to public concerns, he officials and scientists are intentional forms of the first section of the firs

About 17 per cent will go to its

education office.

Although the education budget remains much smaller than the research budget, it has been growing at a much more rapid rate.

As for the debate about whether scientists at universities focus too much on research to the detriment of undergraduate education, Mr. Massey said he was concerned not with whether researchers were spending enough time teaching but with how they are teaching.

Foundation's Top Priority

The foundation's top priority in its education program across all levels, he added, is improving the quality of teaching. That includes, for example, grants to improve science curricula and support for additional teacher training.

Mr. Massey also spoke of his interest in moving the NSF to focus on long-term issues and to build evaluation procedures into its education programs. The NSF has not done enough to assess which programs work so that successful efforts can be replicated, he said.

. He also wants to re-emphasize support for individual and small groups of researchers because, he said, they originate the majority of foundation's long-term mission of supporting the health of academic research is a favorite in Congress, he added, but the NSF has to compete directly for money with agencies that deal with problems, such as homelessness, that are more visible. In contrast, the benefits of investing in basic research right now-or the costs of underinvesting-would become apparent only in the long term.

When it comes to the NSF. he added: "There's always a feeling that, well, we can wait a year."

Higher Education Act. The Ad- fiscal 1994, which will provide aid Congressional committees have rejected in their debates on reauthorization, would hold student-aid the funds so that the neediest students got larger grants. "I'm not expecting anything that

we can enthusiastically stand up and beat our chests about," Edward M. Elmendorf, vice-president for government relations for the American Association of State Colleges and Universities, said of the Administration's proposals.

Hopes for a larger student-aid budget in fiscal 1993 may ride on the speed with which Congress approves a new Higher Education programs that will serve Act. If the bill's stewards in Congress keep to their schedules and approve a reauthorization bill by the summer, the Appropriations Committees may feel obliged to provide aid programs with increases when they complete work prohibitions on moving funds beon budget bills in the fall. Such increases would take effect in the 1993-94 academic year.

If Congress and the White House

new skills," the President said. He added: "Job training must be more than merely make-work. It's got to suit the needs of the workplace and the marketplace."

'Broad Range of Occupations'

Community-college officials said the goals of the proposal were laud-Educators questioned whether able. But many said they were worthe Private Industry Councils. ried that the President's plan would which are usually dominated by lead to increased regulation of their business leaders, are the best institutions and give local business group to supervise job training. Daleaders too much say over the convid L. DePue, executive director of the Kansas Council on Vocational Education, said the Private Indus-Congressional reaction was also lukewarm, and the Administration try Councils had tended to focus on has not proposed formal legisla-

a nation, America's ability to pros- jobs. "That's only fine until the per in the century coming up rests technology changes or the compaon our collective capacity to learn ny is bought out," he said.

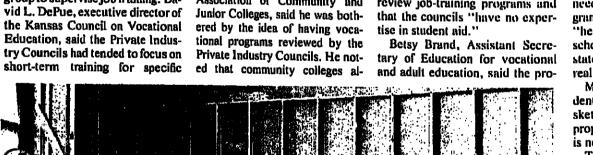
In contrast, Mr. DePue said, community colleges "train for a broad range of occupations." Leland W. Myers, federal-liai-

son officer for the California Community Colleges, said that putting the Private Industry Councils in charge of all vocational programs

"would be an utter disaster." Jim McKenney, director of educational services at the American Association of Community and Junior Colleges, said he was bothtional programs reviewed by the

viewed by accrediting hodies.

'Redundant' Reviews





Brown College, where he also President Bush at Morris Brown College: "America's ability to prosper toured a job-training program. "As In the century coming up rests on our collective capacity to learn new skills."

New Bush Plan on Job Training Could Lead to More Regulation, Community Colleges Say

tion Funding is a 23-year-old coali-

for New Priorities" and the "In-

social programs to the top of the

The National Education Associ-

ation has been active in organizing

the alliances, but other education

association, said: "Hopefully,

into the program. I think all of the

organizations involved understand

only too well that to be single-issue

Promoting Economic Recovery

Education lobbyists say they are

focused just doesn't work."

government's spending list.

"This would be adding another layer of review when we already have enough paperwork," said Mr. McKenney, "Before you know it, colleges would be spending half of their time in assessment."

Stephen J. Blair, president of the Career College Association, said that it would be "redundant" to have the Private Industry Councils review job-training programs and

Ms. Brand said that the Presi-

dent's proposal was still "vay sketchy." and that colleges could propose improvements in it. "This is not a done deal." she said.

particularly sketchy, Ms. Brand suid. President Bush spoke of converting student-aid programs into Lifetime Education and Training Accounts." But Ms. Brand said the changes would largely be designed to change the way people look at student aid. "I don't know the actual program would be that different," she said.

Administration officials do want to encourage more adults to use student-aid benefits to receive training, she said. "There is mim age that student aid can be used only for academics." she said.

Ms. Brand said one change the might be made in aid program would be to allow people to apply for aid even if they were taking only one or two courses at a time. However, Ms. Brand said that ellgibitity for aid programs would still he linked to the income of people seeking assistance.



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Texas System Held Discriminatory Against Hispanics

Continued From Page A25 if upheld, could force Texas to come up with sweeping changes in its system of financing higher edu-

The plaintiffs were elated by the ruling. "In the long term, what this will mean is a real increase in master's and doctoral programs in South Texas, and the development of some comprehensive research institutions." said Al Kauffman, a lawyer for the Mexican American Legal Defense and Educational

The fund filed the class-action lawsuit on behalf of all Mexican-American residents living in 41 South Texas counties.

"Those changes are very necessary to develop higher education in an area that has historically been underserved," Mr. Kauffman add-

Judge Euresti ruled that the state's higher-education system was unconstitutional because it denied Mexican Americans equal educational opportunity and discriminated against them because of their national origin.

El Paso to Brownsville

The South Texas region, which sweeps across a large area of the state from El Paso to Brownsville, contains 20 per cent of the state's population. In 1989, however, it received just 10 per cent of the state's money for higher education. The region has only 7 of the state's more than 700 doctoral pro-

In November, after listening to seven weeks of testimony, a jury in the case concluded that residents of South Texas had been denied equal access to a "university of the first class,"

But the jury found that the inequities in the system were not the result of intentional discrimination by the state government or by education officials named in the suit.

Although both sides claimed victory, state officials were clearly relieved by the jury's decision. They said that without a finding of discrimination, the judge was unlikely to order changes in the financing

Judge Euresti, however, surprised many officials by saying that the higher-education system was, in fact, discriminatory.

"In effect, the judgment says the jury was wrong," said State Higher Education Commissioner Kenneth H. Ashworth. "After eight weeks of testimony, we thought that when they rendered their decision it was pretty well informed.

"I've been in this job almost 16 there's been no discrimination during that time-not by me, not by my staff, or the Higher Education Coordinating Board," Mr. Ashworth continued.

'Legally Incorrect'

Assistant Attorney General Jay Aguilar, who handled the case for the state, called the decision "legally incorrect" and said he was confident the state would win on appeal.

"I'm very disappointed that the judge has substituted his judgment for that of the jury," he said, add-



this job almost 16 years, and I can certainly say there's been no discrimination during that time."

ing that the legal battle would put a cloud over the state's higher-edu-

Mr. Kauffman, on the other hand, argued that the judge's decision did not contradict the jury's findings. Even though the jury decided that the individual defendants were not guilty of discrimination, the judge could still find the system itself discriminatory, Mr. Kauffman said.

Mr. Ashworth predicted that if

'What this will mean is a real increase in master's and doctoral programs,

and the development of

some comprehensive research institutions."

the ruling were upheld on appeal, similar lawsuits would be filed in other regions of the state, demanding equal financing for their programs. Given the budget constraints. Texas might have to take money away from its best-known and most prestigious institutions and spread it throughout the state,

"There would be no place for

any pinnacle of excellence in the state system," the commissioner

Mr. Ashworth predicted that "if the courts forced that, the only choice for several of our major universities would be to go private and withdraw from the state sys-

The Texas Legislature does not meet again until January 1993, which would give it just four months in the session to complete a legally acceptable financing plan before the May I deadline set by

Timetable Called Unrealistic

Miguel A. Nevarez, president of the University of Texas-Pag American, believes that timetable is unrealistic.

"The judge expects the inequities to be corrected in 16 months." he said. "The system didn't getthis way in 16 months, and it's going to take a lot longer than that to cor-

While he agreed that South Texas universities like his had not received enough money from the state, Mr. Nevarez said state lawmakers had shown their commitment to improving educational opportunities to the region in recent

Armed with \$8-million in new seed money from the Legislature, the university is planning it first two doctoral programs, he

Manuel L. Ibanez, president of Texas A&I University, said he was surprised by the judge's ruling. "I never felt that there had been intentional discrimination, although l knew we were grossly underfunded," Mr. Ibanez said.

"But I have to say I'm elated," he added, "hecause it's good news for the higher-education institutions in the region."

Ray Farabee, vice-chancello and general counsel for the University of Texas System, described Judge Euresti's ruling as "disappointing." He said: "What is gencrully overlooked in all of this is the tremendous progress that has taken place in the last two and a half

WASHINGTON ALMANAC

Since changes frequently occur with little advance notice, it is advisable to check with committees on or near the hearing dates.

HOUSE OF REPRESENTATIVES

griculture research. February 19. Hearing on research related to the use of pesticides in erop production. Con-tact: House Agriculture Subcommit-lee on Department Operations, Re-

tee on Department Operations, Re-search, and Foreign Agriculture; (202) 225-8906.
Indirect costs. January 29. Hearing on federal payments to colleges for the indirect costs of federally supported research. Contact: House Energy and Commerce Subcommittee on Over-sight and Investigations; (202) 225-4441.

4441.

National Science Foundation. February
25, 26. Hearings on the reauthorization of the National Science Foundation. Contact: House Science, Space,
and Technology Subcommittee on
Science; (202) 225.8844.

Science adjusting February 23. Heart Science education. February 27. Hearing on science education. Contact:

House Science, Space, and Technology Subcommittee on Science; (202)

Student loans. February 6. Hearings on two bills to establish income-contin-gent loan programs. Contact: House Education and Labor Subcommittee

permanent a number of lax breaks, including deductions for business-sponsored research, donations of at to museums, and employee-education benefits. Contact: House Committee on Ways and Means; (202) 225-3625.

WASHINGTON PEOPLE

Conneth I. Shine, dean of the School of Medicine at the University of Califor medicine at the District Medicine at the Distr

of the Institute of Medicine.

of the Whole Associate director for physical sciences and ensineering at the White House Office of Science and Technology Policy, has been appointed by D. Allan Bromley, the office of the Medicator to be associate director to be associate director. fice's director, to be associate director for industrial technology.

It looks as if at least two universities will wait a while before they reverse their

divestment policies.
Since President Bush lifted economic sanctions against South Africa in July, some universities have considered changing their policies against investment in that country. A few have quietly done so. Yet many colleges fear they would be criticized if they changed their policies before significant pyernment reforms took place.

At Tufts University, the Board of Trustees had planned to consider next month a proposal by President Jean Mayer to reverse Tufts' policy But now the board has decided to wait and see what changes result from negotiations under way in South Africa. The board believes the government will change within the next few months, a Tufts spokeswoman said.

Meanwhile, the University of Wisconsin System Board of Regents last week was told by the State Attorney General that any attempt to reverse the system's divestment policy would violate state law.

In November, the Board of Regents asked the Attorney General's office whether the system, by reversing its policy, would violate a state lasy that prohibits investment in companie that discriminate on the basis of race. Companies with operations in South Africa fall under the law.

In a letter to the regents. Attorney General James E. Doyle said that although South Africa had repealed several laws that demed rights to blacks, "it has not repealed the major pillar of statutory apartheid, the Constitution Act of 1983." The Board of Regents doesn't plan to challenge the decision.

The action pleased Donna 1:. Shalala, chancellor of the Madisor campus, who had yowed to fight any attempt to reverse the policy "It there are negotiations going on. everybody can stand still for a while," she said. "There's no need

The United Negro College fund will collaborate with the Bush Administration to preserve buildings on the nation's historically black ampuses.
President Bush this month

anounced a \$20-million effort by the Department of Interior and the UNCE to save 11 historically significant buildings at black colleges. The department first announced its intention to help restore the buildings in 1989. The Interior Department will reck \$10-million from the povernment over the next three years. The UNCP will match that amount with gifts donated to its 250-million campaign. To date, the UNCF, which raises money for 44 private, historically black colleges. has collected about \$114 million in tills and pledges.

Business & Philanthropy

Public Colleges Scoring Big in Private Fund Raising

Some fear successes will lead legislators to cut state aid

By JULIE L. NICKLIN

Public colleges and universities are proving how well they can flex their fundraising muscles by bringing in major gifts and exceeding campaign goals.

Historically, private institutions cornered the market on private donations, while public institutions largely relied on state support. But over the past several years, a growing number of public colleges and universities, experiencing budget constraints, have become more aggressive about seeking private gifts.

The success that state institutions now enjoy is stirring up fears on public and private campuses. At public institutions, officials worry that state lawmakers may use the growth in private contributions as an excuse to cut budgets. Some private colleges, meanwhile, worry that their public counterparts are taking too big a share of already inadequate philanthropic dollars.

Some of the Largest Gifts Ever

In the last year or so, several public universities have received some of the largest gitts ever made to higher education, or have embarked on fund-raising drives rivaling those of private universities. Some

a In four months the University of Texas Southwestern Medical Center at Dallas received four gifts totaling \$85-million.

They followed a \$41-million gift in 1988. ■ Last fall the University of Houston was given \$51.4-million by a couple who attended the institution together. The gift, one of the largest ever made to a public university, follows a \$30-million donation

in 1990. The University of California at Berkeley received four \$15-million gifts in its five-year, \$320-million capital campaign. When the campaign ended in 1990, Berke-

ley had exceeded its goal by \$149-million. ■ The University of Florida raised about \$391-million in its five-year \$250-million campaign that ended last month.

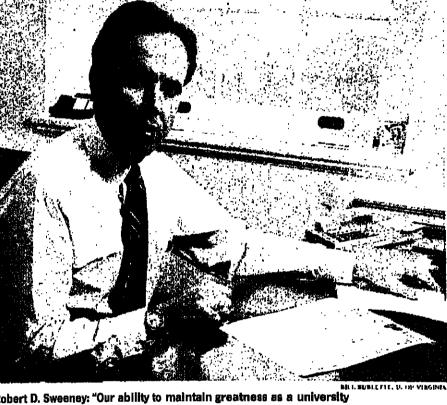
■ The Ohio State University brought in more than \$460-million in a \$350-million five-year campaign that ended in 1990. Campus officials, encouraged by the success, are considering the possibility of a \$1-billion campaign in a few years.

■ The University of New Mexico has increased its \$65-million goal in a capital campaign begun in 1988. With girt pledges adready exceeding \$50-million, the university raised the goal to \$100-million by 1995.

More Competitive Fund Raisers

Reports by the Council for Aid to Education on private giving to higher education show that many public institutionsespecially community colleges and the larger universities—have become more competitive fund raisers, although private institutions still rank at the top in terms of overall donations.

Average giving to public research uni-



Robert D. Sweeney: "Our ability to maintain greatness as a university will depend on our ability to raise private funds."

versities has increased by nearly 57 per cent over the last five years, compared to about 30 per cent to private research universities. In the same period, average giving to private comprehensive institutions actually dropped about 4 per cent, while that to public comprehensive universities increased about 37 per cent. And average giving to public community colleges during those years increased nearly 175 per cent.

Not Enough State Money

Many public institutions say they have been forced to seek out gifts from the community, appeal to alumni for donations, and conduct large capital campaigns. Over the past several years—even before the severe cutbacks forced by the recessionpublic colleges realized that the states could no longer provide enough money to fuel the type of growth the colleges saw as

"Our ability to maintain greatness as a university will depend on our ability to raise private funds." says Robert D. Sweency, vice-president for development at the University of Virginia.

Over the past three years, the university has experienced significant cuts in the money it receives from the state. According to university officials, state money now makes up about 27.4 per cent of UVa's annual operating budget, down from 32.7 per cent last year. To find money to improve programs, the university has gone to private sources.

In 1991, the University of Virginia brought in a record-breaking \$54-million in private money to support programs and

والحاج والمستران والمراث والمراث

new projects. Officials hope to raise double that amount annually by the end of the decade.

The university is also considering whether to plan a capital campaign for as much as \$500-million, starting in a few years. UVa's last campaign, which began in 1981 and ended in 1985, raised \$140-

Other institutions have just begun campaigns in light of state budget cuts. The Albany campus of the State University of New York announced a campaign in December-its first ever-to raise \$55-million by the end of the decade.

'Serious Questions

"There are serious questions about the state support that will be given to the university," says Joel M. Blumenthal, Albany's associate vice-president for university relations. "Officials believed it was important that the university demonstrate we would not allow ourselves to be held captive by the economic situation."

two cuts from the state in fiscal 1992, he says. And the financial picture for the future doesn't look any brighter.

Since the "silent phase"--- the period before a campaign's public announcement— 🏱 began two years ago, the campus has collected about \$11-million in gifts and pledges toward its \$55-million goal.

Eisewhere in the SUNY system, the Jamestown Community College Foundation in September began the "silent phase" of a \$16-million capital campaign.

1.0

Continued on Following Page

Public Colleges Score Big in Private Fund Raising

Continued From Preceding Page "The No. I reason was that we were seeing less money from the state," says Barbara Ansley, the foundation's executive director. Already the college has received a total of \$1.6-million from two local foundations. Jamestown officials expect to secure a \$3-million gift from another local foundation in the spring.

Many public institutions attribute their success in fund raising to the increased commitment of top officials. Presidents are spending more time on fund raising, and development staffs are growing.

For example, in the early 1980's the main campus of the University of Houston had three or four people on staff. The campus now has 14 development officers.

Many colleges have recently hired—or are now seeking—people to fill vacant or new development positions. Most are looking for officials to specialize in planned and deferred gifts, and in corporate and

The reality of hiring freezes and layoffs, however, has slowed the growth of some operations. Youngstown State University, because of budget constraints, won't be able to fill two development positions this year.

The recession has also affected the rate at which gifts have come to some campuses. "Money has come in steadily this year, but slower, and you have to work harder," says Nanette Smith, vicepresident for advancement at Edison Community College, Despite that fact, the campus has just learned that an individual in the community plans to leave Edison up to \$2-million in his will.

'We're Very Concerned'

While boasting of fund-raising successes, many public-college officials worry that legislators might decide that the institutions attracting large gifts don't need as much state money as in the past.

"We're very concerned about the Legislature taking that approach," says Richard D. Chamberlain, vice-president for development at the University of Texas Southwestern Medical Center at

Last fall, the campus fought an attempt by the Legislature to reduce its allocation for the current biennium by 35 per cent. The Legislature, to make up for a \$5-billion shortfall, was evaluating colleges in the state to see which could afford the biggest cuts. Those that were most effective in managing their budgets and bringing in money from private sources were threatened with the largest cuts.

You cannot penalize good performance," says Mr. Chamberlain. "It's a disincentive."

Plan May Be Introduced Again

Colleges and universities in the state fought off the plan for fiscal years 1992 and 1993. But legislators plan to propose it again in the next budget cycle, according to Andy Welch, director of information services for the State Comptroller's Office.

ing a bigger slice of the corporate

payers of the state," says Mr. Welch. "They should not be required to put more money into higher education if outside private

Officials at colleges in other states don't worry about such a threat, "It's been an issue more in perception than in reality," says the University of Virginia's Mr. Sweency, "States see private fund raising us supplemental to their support and not as a replacement of

Some state officials agree. Says Edward C. Sullivan, chairman of the Higher Education Committee

funds are coming in."

'More Bang for the Buck'

philanthropic pie.

Mount Union is a liberal-arts college with an enrollment of about 1,400. Mr. Sheetz says that a few big corporations, which he declined to name, that were approached by both Mount Union and Ohio State gave larger gifts—if not their only gifts—to Ohio State. Mr. Sheetz says the corpora-

Public colleges may also be tak-

Ernest A. Sheetz, senior vice-

president of Mount Union College,

has watched the competition for

corporate dollars increase in light

of the Ohio State University cum-

Many public-college officials worry that legislators

might decide that institutions attracting

large gifts don't need as much state money.

of the New York State Assembly: "I don't think the state legislature would say, 'You can get money from private sources, so we won't give as much to you as we have." "

The fund-raising success of some public institutions, however, worries some people on the private campuses, who see potential dollars being snatched away. The increasing strength of the larger public universities especially worries some of the smaller liberal-arts col-

Gifts to Graduate Schools

Richard F. Rosser, president of the National Association of Independent Colleges and Universities. savs some alumni are choosing to give money to state universities where they received graduate degrees rather than to private institutions where they received undergraduate degrees.

tions explained to him that students leave such public institutions with graduate degrees that better prepare them for work with the

"Big 500 companies are asking, 'Where can we immediately get more bang for the buck?" Mr.

Mount Union used to get corporations to give by saying, "We are a college, and you have an interest," says Mr. Sheetz. But, he adds, that pitch just isn't enough

over the past few years by the Council for Aid to Education, it is clear that public universities are garnering an increasing share of

In 1986, the council reported, corporations split their giving to

Indeed, from surveys conducted

corporate money.

lead to less money going to the pri-tions have been receiving slightly [vate institutions," Mr. Rosser more than half of all corporate contributions

> Lance C. Buhl, director of corporate contributions for BP America says that most companies don't have firm rules on whether to give to public or private institutions. But he adds that public institutions may receive more gifts "to the extent that a company, when looking for an institution to support, will pay attention to where it's gotten more students."

More Grant Proposals

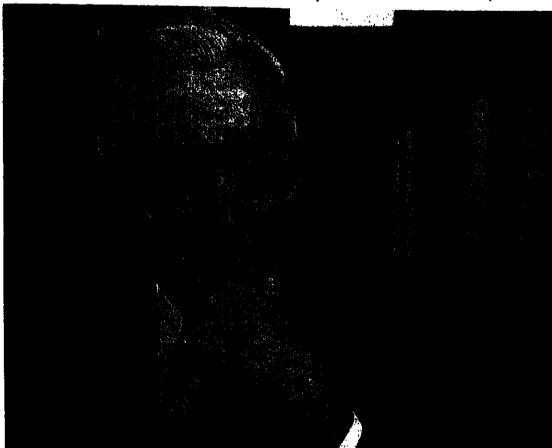
Anne Alexander, vice-president of the AT&T Foundation, says her organization has received a grownumber of grant proposals from public institutions. But whether an institution is public or private is not a factor in the foundation's grant making, she says. "The institutions we pick are driven by the issue or project we are trying to sup-

One question that both public and private institutions ask these days is whether there are enough dollars to go around in higher education. Many foundations and corporations, looking to improve the nation's education system, have been putting more money into projects for kindergarten through 12th

"There simply is not enough charitable money to meet all of the needs," says Mr. Rosser of the National Association of Independent Colleges and Universities.

As a result, development officials at private and public colleges say they must remain aggressive in their fund-raising endeavors. The differences, however, in how the two types of institutions make their appeals aren't as great as they used to be, they say.

"In the long run the public institutions will be helped in the same avenues as the private institutions," says Allen P. Splete, presihigher education almost evenly be- dent of the Council of Independent tween public and private institu- Colleges. "The publics are now tions. Since 1988, public institu- talking more like the privates."



Ernest A, Sheetz: Mount Union College can no longer attract corporate funds simply by saying, "We are a college, and you have an interest."

PRIVATE SUPPORT BUSH FOUNDATION

E-900 First National Bank Building St. Paul 55101 Black colleges. For support of programs: \$330,000 over three years to United Ne-

gro College Fund. Faculty. For programs of faculty development: \$180,000 to Hamline U. \$300,000 each to Saint Olaf College and U. of South Dakota, \$175,890 to U. of Mary. Minorities. For programs for minority-group graduate students in the college of education: \$423,701 over three years to

Support. For support of programs: \$1-million to Saint John's U. (Minn.).

REGINALD S. AND JULIA W. 530 B Street. Student aid. For programs of student aid. \$1-million to Hampden-Sydney College.

ELBERTH R. & GLADYS F. c/o Commerce Bank of St. Louis P.O. Box 11356 Clayton, Mo. 63105

Support. For the endowment: \$1.3-million

HALL FAMILY FOUNDATIONS Charitable and Crown Investmen Kensas City, Mo. 64141-6580 Support. For the capital campaign: \$1-million to William Jewell College.

One Market Plazo Speor Tower, Sulle 1715 San Francisco 94105 Facilities. For the library and academic center: \$450,000 to U. of La Verne. Support. For support of programs: \$500,000 to Whittier College.

ANDREW W. MELLON FOUNDATION 140 East 62nd Street New York 10021 Modical research. For recruitment of young scientists at a new center for contraceptive-development research: \$300,000 to U. of Virginia.

Gifts & Bequests

Contenary College (La.). For a lectureship in oratory: \$277,000 from the estate of Hannuh Seymour Lehde. Control Michigan University. For the capital campaign: \$150,000 from Isabella

Bank and Trust.
College of William and Mary. For exchange programs for American and British stu-dents: \$360,000 from Drapers' Company

Corpus Christi State University. For library automation: \$100,000 from Mary and Jef ireen Mountain College. For scholarships: \$440,000 from the estate of Purcelle Peck

Smith.

Road College, For a campus center.

\$100,000 from an anonymous donor.

Immaculata College. For scholarships:

\$531,839 from the estate of Theresa K.

Fagna.

For support of programs: \$110,000 from the estate of Grace Burns Vincent.

Kaneas State University. For the college of business administration: \$125,000 from Payless Shoe Source.

Kutztown University. For music scholarships: \$250,000 from the estate of Manie Martines. Afficiency

Louisiana College. For the music depart ment: \$500,000 from Dixie Sylvest Moss Ramapo College. For the capital campaign. \$300,000 from Sharp Electronics. Iniversity of California at Santa Barbara. For the college of engineering: circuit-de-sign software valued at \$900,000 from Mentor Graphics Corporation.

niversity of Hawaii at Manes. For suppor ued at \$271,500 from Wavefront Technol

ogies Inc.
University of Kansas. For scholarships for
out-of-state students: \$115,000 from Rosald and Maxine Rubin. University of Nevada at Les Yegas. For the hunors program: \$400,000 from the estate of Mary Dougherty.

University of the Pacific, For scholarships: \$371,000 from the estate of Estella Hol-

man Ryburn Magnuson.
Wake Forest University. For the capital campaign: \$150,000 from Branch Bankins and Trust Company.
Western Washington University, For scholarships: \$250,000 from Paul Woodring. erships: \$250,000 from Paul Woodring.
West Virginia University. For the capital
campaign: \$100,000 from Eastern Associated Coal Corporation.
Yale University. For the art gallery: \$10-million from Teresa Heinz.

A survey of almost 450 law students, conducted last year by the American Bar Association, found that a majority of those surveyed did not feel free to disagree with the political views of their professors. Almost 60 per cent of the

Students

Race, Gender, Class, and Culture':

Freshman Seminar Ignites Controversy

sudents said some professors did not plerate political beliefs that differ from their own, while 51 per cent of the students said they were reluctant to disagree with their professors in class, on exams, or in papers. Only 29 per cent of the judents said they always felt free to disagree.

Steven C. Bahls, associate dean of the law school at the University of Montana, said in an article. "Political Correctness and the American Law School," that the results of the bar association's study were surprising because law students are considered the most assertive students in the academy. Mr. Bahls said that while law professors should express their political and moral views in the dassroom because that practice encourages students to test their own views, doing so in an intolerant manner "effectively encourages student self-consorship."

The recession and a drop in the number of campus visits by industry recruiters led 15 business schools to hold un musual meeting this month in

Chicago.
The business schools which in the past had relied on receniters." visits to individual campuses collaborated to hold a mass job placement session for about 250 MBA students and representatives from 36 companies.

"The companies don't have us much money to recruit, so we thought we should get together and stare resources," said Lisa Ransom. director of the MBA placement program at the University of

Some of the corporations that participated were the Coca-Cola Co... on Motor Co., and Rockwell ntemational Corp.

Officials at Spokane Falls Community College don't want dudents to be embarrassed or intimidated when they work out at the institution's new fitness

That's why the institution has adopted a dress code that bars such halter tops, leutards, that shorts, and siceveless "muscle

hape than theirs.

The authors-William G. Bowen, presi-College officials said the code dent of the Andrew W. Mellon Foundahad been adopted in part to preverve tion, and Neil L. Rudenstine, president of equipment from the effects of Harvard University-say that the number penpiration and in part to make the of people earning Ph.D.'s each year can be center a non-threatening increased dramatically without creating environment for all users. The officials said they were new graduate programs or expanding expaticularly concerned about those isting ones, and without significantly inwho might already be hevitant creaving the present level of funds for, or about joining the center, and scared enrollments in, doctoral programs. away by immodest outfits that diplayed bodies in much better

"We're encouraged about what looks possible in the present context," Mr. Bowen said in an interview. 'At a time when resources are so scarce and there's pres-

Spent Earning Degree Called Unacceptable sure on the system to perform, making better use of existing programs is compel-

> Modest improvements in program design and management, better-focused financial aid, and more structure to encourage timely completion of degrees would make graduate study more attractive to prospective students and more satisfying to those already enrolled, the authors say.

Freshman Michael Mattison: A college education is "a process of questioning"

Attrition of Ph.D. Candidates and the Time

and should get students to cover tough topics from the beginning.

By DEBRA E. BLUM

The current rates of attrition among doc-

toral candidates and the assumptions

about how long it should take to carn a

Ph.D. are unacceptable, according to the

authors of a new book on graduate educa-

The book, In Pursuit of the Ph.D., may

be the most comprehensive look at doctor-

al education in the arts and sciences ever

undertaken, observers say, it analyzes

trends in two measures of graduate educa-

tion: completion rates and time-to-degree.

It looks at the effects on those trends of

financial and and different program struc-

tures, requirements, expectations, and

Modest Improvements

In Pursuit of the Ph.D. is based on a study of 30 years' worth of statistical records on more than 50,000 people who were enrolled in doctoral-level programs at 10 major universities or who were part of national fellowship programs at other institutions. The students studied English, history, political science, economics, mathematics, and physics.

The book also draws on the authors' examination of graduate-level course catalogues over the last 25 years and their own experiences and assessments.

They found that fewer than half of all entering students in the Ph.D. programs examined had earned their doctorates, and many of those who eventually received the degree had taken from 6 to 12 years to do so. In comparison, it is common for completion rates in leading professional Continued on Following Page

WOOSTER, OHIO To freshmen at the College of Wooster, the three R's are reading, writing, and

For the last two years, a seminar program designed to teach new students critical writing and thinking skills has focused on racism and sexism in American society.

Lynne V. Cheney, chairman of the National Endowment for the Humanities, has compared the program to a "re-education"

Some older students worry that the seminar, and a related speaker series, establishes a one-sided conversation about political issues on the campus. Tired of feeling like the "lone conscience in a vast laboratory of brainwashing," Douglas L. Miller, a sophomore, last month announced in the student newspaper that he was leaving the college because of the political climate on the campus.

'A Process of Questioning'

Students like Michael Mattison, who has just finished the course, give a different account. In his section, taught by Nancy Grace, an English professor, freshmen argued over affirmative action, gun control, 27 and sexual harassment, he says. Virtually all of the classmates in his section describe the atmosphere as positive, allowing students to discuss controversial issues with-

out feeling shut out. Mr. Mattison believes a college education should get students to deal with tough topics from the beginning, "It's a process of questioning." he says. "I'm not going to tell you how to think, but I am going to ask you questions about how you came to think that way."

College officials say that is the point of the one-semester seminar, called "Difference, Power, Discrimination: Perspectives on Race, Gender, Class, and Culture." Taught by 35 professors in different sections, the course is meant to teach the campus's 480 freshmen to think and write of critically, while introducing them to vexing questions about discrimination and inequality. Classroom sessions draw on a lecture series, which this year included the educators Donald Kagan and Jaime Escalante, the writer Jonathan Kozol, and the feminist philosopher Elizabeth Min-

On this secluded campus of 1,800 students, the seminar and speaker series set the tone for debates about politics, education, and free speech. Most freshmen sa they find the course stimulating and useful. Continued on Page A35

"When you have a set

of beliefs you've based your life on and someone says,

'Defend those beliefs,' it's unnerving. People feel

uncomfortable.

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The Chronicle of Higher Education 1255 Twenty-Third Street, N.W., Washington, D.C. 20037

Doctoral Attrition, Preparation Time Called Excessive

Continued From Preceding Page schools of business, law, and medicine to exceed 90 per cent, the au-

Moreover, they note, students in the humanities and social sciences complete degrees in lower proportions and require more time to earn degrees than do students in the physical sciences. Students in comparatively small—but not very small—programs complete in higher proportions and shorter pe-

"At a time when resources are so scarce and there's

pressure on the system

to perform, making better use of existing programs

is compelling."

riods than students in larger programs, the authors found.

Two years ago Mr. Bowen and Julie Ann Sosa, then a research associate at the Mellon Foundation. predicted in another book that the arts and sciences would face severe faculty shortages, especially in the humanities and social sci-

Mr. Bowen's latest report with Mr. Rudenstine concludes in part that improving "the effectiveness of current graduate programs is by far the most sensible way" to prepare for the anticipated faculty staffing problems.

One way to make graduate programs more efficient, the book says, is to give them more structure by adding objectives, incentives, and time lines. In the humanities, where time-to-degree and attrition rates are the highest, Mr. Bowen and Mr. Rudenstine propose a sixyear degree program.

Among other things, the plan would encourage students to begin some work on their dissertations in the first or second year of study, so that the transition from course work to independent research would be less abrupt. Now, students typically do not start work on their dissertations until after their third or fourth year of study.

The plan also calls on students and dissertation advisers to meet regularly to discuss work schedules and a timetable for completion

Form of Aid Is Important

programs more efficient, the book says, is to tailor financial-aid policies to meet the needs of graduate students in different stages of their programs. If more fellowship money were available on a competitive basis to students in the humanities who are at the dissertation stage of graduate study, more candidates might be encouraged to complete

their degrees, the book says. The form in which financial aid is provided is also important, the book says. The study shows that the completion rates for students in the humanities tend to be higher for



Mellon Foundation's William G. Bowen: "We're encouraged about what looks possible in the present context."

those with teaching assistantships than for those with fellowships.

Regular interaction between professors and students to discuss teaching assignments may be a vital factor in encouraging people to complete their degrees, the book says. But since the authors also found that reliance on teaching assistantships lengthened the time needed to complete a degree, they conclude that some combination of assistantships and fellowships is the best form of support.

'Factual Underpinnings'

"We had some concept of these ideas about financial aid before," says John H. D'Arms, vice-provost for academic affairs and dean

of the graduate school at the Uni versity of Michigan, "But before this book, there had been no analysis of any kind or depth that would give administrators, policy makers, and funders a clear understanding of how best to provide

This book provides historical background, theory, encouragement, and factual underpinnings for the efforts to reduce attrition and time-to-degree that are already going on at many institutions," he

In Pursuit of the Ph.D. will be available beginning next month for \$35 from Princeton University Press, Princeton, N.J. 08540; (800)

Life's Little Instruction Book

What They're Reading on College Campuses

Life's Little Instruction Book, by H. Jackson Brown, Jr.

2. Scientific Progress Goes "Boink,"
by Bill Watterson

3. You Just Don't Understand, by Deborah Tannan

4. Unnatural Selections, by Gary Larson 5. Jurassic Park, by Michael Crichton

6. The Seven Habits of Highly Effective People, by Stephen R. Covey

7. The Waste Lands, by Stephen King 8. Possession, by A.S. Byatt

9. The Plains of Passage, by Jean M. Auel

10. Prairyerth, by William Least Heat Moon

The Ctronicie's list of best-selling books where compiled from information supplied by stones serving the following campuses:

American U., Baylor U., Bucknell U., Galfaton Dollege, Carnegie Mellon U., Galfaton Dollege, Carnegie Mellon U., Conee, Western Reserve U., Carnel Michigan U., Dairnouth College, Dentson U., Idan's State U., Long State U., Kent State U., Morris Dame, U. of Pietr Bound, U. of New Orice Dame, U. of Pietr Bound, U. of New Orice Dame, U. of Pietr Bound, U. of New Orice Dame, U. of Pietr Bound, U. of Southern Oellfornia, U. of Teiris St. of Southern Oellfornia, U. of Teiris St. of Southern State U., Rent State U., Gallion U., Gal

Race, Gender, Class, Culture': Freshman Seminar at Wooster Ignites Controversy

Continued From Page A33 sih few if any agreeing that Wooswintewn any agreeing tract vectors it is a "re-education camp." But with "political correctness" firmly entenched in the American lexion-and especially in what one professor calls the "mythology of the dormitory"—students remain uspicious of the seminar program, die college's intentions, and, often, of each other.

It's Split People Up'

Critics call the seminar a lopsidd, left-wing attempt to reduce merican culture to victims and victimizers. White men, especially, say they are too often made the had guys. And worried students see the seminar as the latest in a gries of incidents and policies that have heightened tension during heir undergraduate years. They point to the college's strict codes greming behavior and speech, its use of "first-year student" instead of "freshman," and what they see s favorable treatment given to black and minority student groups when it comes to campus housing.

"It's split people up." Marc Osgoode Smith says of the seminar. While Mr. Smith, a junior who edis The Wooster Voice, the student newspaper, applicads the seminar's goals, he says its messages get wisted as they drift further into the undergraduate culture. As students spend more time at Wooster, they felmore oppressed by the political climate, he suys.

Administrators recognize that hey have taken a chance with the pogram, although they point out hat Wooster has required some soft of freshman seminar since

"Education isn't designed to make people coinfortable, it's designed to make them think," says Yvonne C. Williams, dean of the

Choes of Texas Requirement

The Wooster seminar aims to achieve goals that have led to warfire among faculty members when altempted on other campuses. Its approach is similar to that of a conoversial writing requirement killed at the University of Texas at Austin in 1990. The Wooster semiarrequires students to read Paula Rothenberg's Racism and Sexism: In integrated Study, a main focus of dispute in the Texas course.

Professors and administrators at Wooster say they have been able to ain support for the course because ^{aculty} members across the cam-Pushave helped to shape the read-^{og and} speaker lists. In addition, the college has always had a rigorscourse of study, requiring religous studies and an independent Project of all its students.

Until last academic year, the feshman seminar changed its theme annually and common readwere required. Topics ranged from the environment to global coollet, Beginning in 1990, the faculty committed itself to the "Difference, Power, Discrimination" theme for three years.

Besides the Rothenberg book.

"so heavy handed in one direction that it ceases to be interesting." structors had encouraged "inderison, Tony Hillerman, and Amy pendent thought and disagree-Tan, Professors come from a variment" over interpretation of the ety of disciplines and often tailor subject matter.

the material to their interests. For example, Mark A. Wilson, an associate professor of geology, includes Stephen Jay Gould's The Mismeasure of Man and leads discussions on science and intelli-A sit-in by black students in 1989

Freshman Jeremiah Jenne: The program's style and tone are

led to the three-year commitment to a theme for the seminar. The protesters had pushed for a blackstudies requirement. Using the first-year seminar program to deal

'Students really get burned out. We spend so much time talking about problems, it's impossible to talk about solutions.'

with race, class, and gender issues was the compromise plan.

liants argues that the seminar write collaboratively. After readis—and always has been—a way to ing My Antonia, Willa Cather's exanything of that nature," she says. Evaluations of the 1990 seminar

indicate that students generally like the course. About 85 per cent of the freshmen surveyed said it professors this year chose among had met their expectations. Eighty py six authors who write per cent said the seminar had pretony groups included in the seminar had presented different perspectives, sented different perspectives. and members of mi-sented officering per cent said their in-

The students interviewed at the end of Nancy Grace's 1991 seminar seemed to match that profile, if not improve upon it. None of them said they felt that they could not speak out or disagree about politics. Subjects they did not want to raise in class they could discuss in a "community journal," a notebook passed from student to student in which they could argue with each other, anonymously. Ms. Grace, an assistant professor of English and women's studies, did not read

the journal entries during the se-Ms. Grace's syllabus, like those of many professors who teach in the course, is weighted toward multicultural works and writers who criticize the status quo. But the professor says she encourages students to argue with the authors. Still, she notes, "as a teacher can't teach from a neutral perspective because I don't think there is

proaches represent the intrusion of 18-person class into smaller politics into education. Ms. Wil- groups, so they could work and that they are newly sensitized to roles of a minority applicant to the ate states were freed.

college and an admissions officer. Several students contrast the school, where they say they were and had them attend a showing of racial joke."

expected to listen and memorize the "right" answers. "I've never had a class that's been so relevant to my life," says Jennifer Lind-

When you have a set of ideas and beliefs you've based your life on and someone says, 'Defend those beliefs,' it's unnerving," adds Anne Flewelling. "People feci uncomfortable."

The bigger question: What did

Several say they learned to think twice about habits, especially of language, that were O.K. in high

"Education Isn't designed

to make people comfortable, it's

> designed to make them think."

school but are considered offensive here. Others say they will nevmovies in the same way ag

The seminar also introduced teach writing and thinking skills. amination of Americans' European them, ever so generally, to matters Nowhere is it stated that our concern is to raise consciousness or race, class, gender, and cultural mattison was startled to read the backgrounds in the context of national values. In a final paper, they discussed the pros and cons of af- act of political compromise in firmative action by assuming the which only slaves in the Confeder-

Shila Garg, an assistant professor of physics, showed her stu-

the AIDS quilt on the campus to start them talking about homosexuality. One student who had written that it was all right that the discase was killing gays left the showing visibly moved, she says.

Many students say they finish the course depressed and tired of the constant focus on inequality. "I think students really get burned out," says Andrew Schulz, a senior who served as a teaching assistant for Ms. Grace. "We spend so much time talking about problems and questions, it's impossible to talk about solutions."

Jeremiah Jenne, a freshman who covered the lectures for the student newspaper, says the seminar falls short by aggravating conservatives and soothing liberals without creating a useful dialogue between the groups. "The style and the tone of the seminar is so heavy handed in one direction that it ceases to be interesting," he says.

The seminar's lecture series is heavily weighted with liberal speakers, he says, and the official conversation on the campus seems one-sided. Other students noted the hostile reaction given in 1990 to former New York City Mayor Edward I. Koch, who was critical of affirmative action in his Wooster

Some students took solace in the remarks by Mrs. Cheney, who in a September speech recounted a former Wooster student's description of the college as an intolerant "re education camp."

Ms. Williams, the dean of faculty, defends the seminar program, noting that student response had been on par with that given to other Wooster courses and that faculty members had chosen to teach in it again. She criticized the National Endowment's Mrs. Chency for attacking the program and the college without visiting the campus.

'People Are Going to React'

"Indoctrination is not part of what we hoped we'd achieve," Ms. Williams says. "But it is only realistic to accept the fact that attitudes are being challenged and people are going to react.'

"Even without this theme young white men on this campus and on other campuses are feeling embattled," she adds. "It's just that on this campus they have somewhere to lay the blame.

Two years into the "Difference. Power, Discrimination" theme, the college has several decisions to make. First, a faculty committee will recommend whom to invite as speakers next year. Ms. Williams said she would like again to invite er be able to watch television or Mrs. Cheney, who last year turned columnist George Will.

Next the college will have to decide whether to continue the current theme. Ms. Williams said she hoped it would. A faculty committee will begin to discuss the matter this month.

"I'm very pleased at the kind of dialogue it creates on our campus,'[™] Ms. Williams says.

Adds Mr. Jenne, the freshman: "You'll hear grumbling and griping, but you'll also find people having second thoughts about teiling a



And then there were none. coaches among the 105 big-time college football programs has dropped to zero, from three before the fall football season began. After the season ended.

Northwestern University fired Francis Peay as its head coach; Dennis Green of Stanford University was hired as the new coach of the National Football League's Minnesota Vikings; and the Division I-A football program at California State University at Long Beach, headed by Coach Willie Green, was eliminated for financial

Of the 14 new coaches selected since December to coach Division I-A football programs, none is black.

"It is truly frightening that this is 1992 and we don't seem to have progressed at all," said Ron Dickerson, an assistant football coach at Clemson University and president of the Black Coaches

Mr. Dickerson said the dearth of black coaches could be blamed in part on the "good old boy" system. Too often, he said, athletics directors select new coaches largely on their own. Their choices, he said, frequently are shaped by pleas made by prominent coaches on behalf of their friends.

"Black coaches just don't have the networks, don't have those contacts," said Mr. Dickerson. "Presidents have to get more involved in the hiring," he said

Nevada Gov. Bob Miller has been dismissed as a defendant in a National Collegiate Athletic Association lawsuit challenging a state law that restricts the NCAA's investigative process.

Judge Howard McKibben's decision to excuse Governor Miller from the suit was applauded by the state's Attorney General, Frankie Suc Del Papa, who said Mr. Miller was not an appropriate party to the suit because his only involvement in the law's passage was to sign the measure after it had been approved by the Legislature.

With Governor Miller's dismissal from the lawsuit, which is scheduled to go to trial in mid-March, the remaining defendants are five sports officials at the University of Nevada at Las Vegas, Judge McKibben also ordered the University of Nevada system to enter the case on one side or the other, but the university's regents have asked that the system be included only as an impartial "intervenor." The judge has not yet ruled on whether such an arrangement would satisfy his request.

The best-known of the five ndividual defendants is Jerry Tarkanian, the men's basketball coach whose own lawsuit against the NCAA worked its way through the court system for 11 years, culminating in a December 1988 Supreme Court decision upholding the NCAA's right, as a voluntary association, to sanction its members.

Athletics

IRS Signals It Still Plans to Tax Donations for College Sports Programs, Bowl Games

But new guidelines also indicate agency has no intention to tax other gifts to universities

By DOUGLAS LEDERMAN

WASHINGTON

The Internal Revenue Service has signated anew its intention to tax the money that football bowl games and college sports programs get from corporate sponsors.

The new policy, explained in a set of proposed guidelines for IRS examiners, could threaten the financial health of a few sports programs and the survival of some bowl games.

But the new guidelines should allay any fears higher-education officials might have had that the IRS planned to tax gifts to colleges and other non-profit institutions merely because an institution, in turn, formally recognizes the donor. The policy clearly suggests that the IRS does not plan to tax as unrelated-business income such donations received by a college, even if the

college recognizes a donor by naming a building or professorship after him or her.

"Mere recognition of a corporate contributor as a benefactor normally is incidental to the contribution and not of sufficient value to the contributor to constitute unrelated trade or business," it says.

Aimed at Corporate Sponsors

While the new guidelines will protect most revenues that colleges receive, they take clear aim at the money that their athletics programs receive from corporate sponsors-both directly and through participation in bowl games.

Traditionally, tax laws have granted protection to any revenues received by a nonprofit group that are "substantially related" to the organization's primary mission.

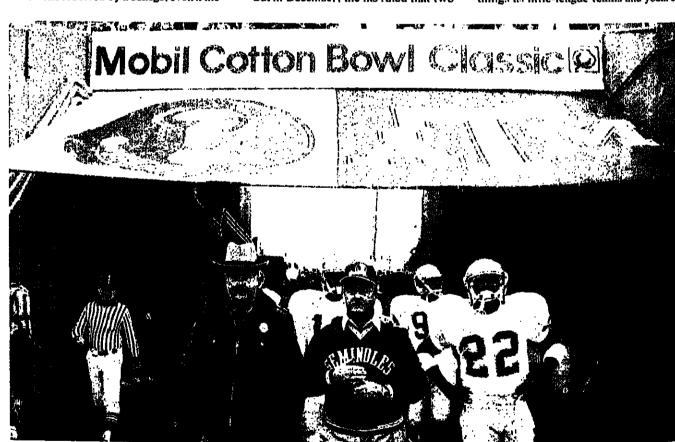
But in December, the IRS ruled that two

bowl games-the Cotton Bowl and the John Hancock Bowl-had to pay unrelated-business income tax, or UBIT, on the money they received from their corporate sponsors, Mobil Corporation and John Hancock Mutual Life Insurance Company, respectively.

The ruling prompted fears from many groups, such as orchestras and sponsors of fairs, that they might be next.

The new guidelines, designed to lay out the standards that IRS investigators should use in reviewing arrangements between non-profit groups and corporate sponsors. should ease some of those fears.

The policy differentiates between nonprofit groups engaged in "purely local" activities that receive "relatively insignificant gross revenue" from sponsors-such things as little-league teams and youth or



Federal tax collectors are taking clear aim at the money that colleges receive from corporate sponsors of athletic programs and football bowl games.

State Appeals Court Upholds Ban on Random Drug Testing at U. of Colorado

The Colorado Court of Appeals has upheld a lower-court ruling that prohibited the University of Colorado at Boulder from conducting mandatory drug testing.

The appeals court declared that Colorado's random drug-testing program violated the privacy protections of the Colorado and U.S. Constitutions. The university replaced the random program with a voluntary one after the lower-court's August 1989 ruling.

The appeals court ruled that the university could conduct mandatory drug testing only if it showed a "compelling need" to

athlete only when it had a "reasonable suspicion" that he or she had used drugs.

The appeals court granted the university a minor victory, however, in its finding that the institution needed only reasonable suspicion to test an athlete. The lower court had ruled in August 1989 that Colorado could test an individual only when it had

"probable cause" to suspect drug use. Still, a lawyer representing the athletes who challenged the Colorado policy said the university would have trouble meeting even the reasonable-suspicion standard.

"This leads to the conclusion that unless they witness evidence of drug usage, or have good circumstantial evidence, they are simply not going to be able to meet that standard," said David Miller, a lawyer with the Denver chapter of the American Civil Liberties Union.

A lawyer for the university, Beverly Fulton, said the institution had not yet decided whether to appeal the ruling.

"We've found that the voluntary program that we put in place is working pretly well, along with our education program. —DOUGLAS LEDERMAN she said.

de" benefits and providing "significant

Trouble for the Bowl Games The new policy spells trouble for the bowl games. The IRS statement urges exminers to search for signs that the taxmempt group has provided certain benefit to the sponsor in exchange for the contribution, such as including the sponsor's name in the event's title or prominently displaying the company's logo or name at the site or on other materials related to the event. Most of the 18 bowl games played his winter prominently featured the names of their sponsors both at the games and during television broadcasts.

The revenue service also directed its exaniners to explore and challenge claims by bowl-game organizers that the money they receive from sponsors is eventually passed on to colleges for scholarships and other educational purposes.

"In these situations, the examiner should obtain information from the participating institutions regarding terms and conditions, if any, governing the funds and the ultimate use of the income," the IRS natement says. "In this regard, media reports have indicated that funds may be used for travel and other expenses related battending the event rather than the regubractivities of the participating organiza-

The irs document repeatedly urges exminers to look closely at the contracts between sponsors and tax-exempt groups for evidence of quid pro quo promises of advertising time and visibility in exchange forthedonation. Julie Gilbert, a tax lawyer in Washington, said she feared the revenue service's focus on formal agreements belween sponsors and non-profit groups might encourage them to seek arrangements that are less formal and more vague.

"it's a very bad thing for the 1RS to be doing, setting up a legal standard that encourages organizations to enter into complex arrangements depending on oral understanding," said Ms. Gilbert. "It may iscourage careful contractual analysis."

The Law Is Very Clear'

However, a spokesman said the tas wild carefully review the facts in each ass, and would look not just at written ounces but at all oral agreements. "It's to say that if you do his orally and don't have a contract. you on thave a problem." said Wilson Fade-, the spokesman. "If it seems like it is dvertising, then the law is very clear."

Because of the controversial nature of the guidelines, the IRS has taken the unusual step of inviting public comment about through April 3.

Sponsors of the bowl games have pinned many of their hopes for avoiding tax scrutiby on Congressional bills that would proled the lax-exempt status of groups that sponsor amateur sporting events.

These guidelines are evidence of the intention to develop new tax policy. and the IRS is not supposed to develop tax policy," said Bruce Bernstien, a partner at Anhur Andersen who represents the Coton Bowl, "That's the role of Congress." But sources in Congress say the bills are not high on their priority list. "People are Proccupied with much bigger things." one House staff member said.

destras-and those receiving "substan-

programs. The university said (7/15/91) that it had conducted an Internal Investigation Into the two sports programs and would cooperate with the NCAA inquiry. Two former football players-one of whom said he had audiocassette

tepes to support his charges, told The Montgomery Advertiser (9/27/91) that they had received illegal payments from coaches and alumni. Auburn's head coach, Pat Dye, and several assistants denied the charges. An former player, Vincent Harris, said (10/6/91) that he had received money from assistant football coaches, at least once at the direction of Mr. Dye. On tapes released by Eric Ramsey (10/20/91) to The Birmingham News, an Au-burn booster who is a friend of Mr. Dye is heard offering to give the player cash for ger pay-ments and Christmea presents. Mr. Ramsey released (11/3/91) new tapes on which he appeared to have recorded three current or for mer assistant coaches' offering him cash. The CBS News show "60 Minutes" (12/22/91

> bank's holding company. Austin Peay State U. Prosident Oscar Page said (4/22/91) that the NCAA was investigating possible violations in the recruitment of Bashir Ahmad, a basketball player who never enrolled at the university. The university admitted (6/27/ 91) that an assistant men's basketball coach had violated three NCAA rules and said it would reduce its basketball scholarships for next year to 14 from 15.

broadcast a teped conversation in which Mr

Dys tells Mr. Remsey that he will try to help him get a loan. The following week, according to documents, Mr. Remsey received a \$5,000.

loan from Colonial Bank, which is owned by an

Auburn trustee. Mr. Dye sits on the board of the

the second second

■ Auburn U. The university said (4/30/91) it

had received an official letter of inquiry from

the NCAA, which listed possible rules violations

in Auburn's men's basketball and men's tennis

Status of Sports Investigations on College Campuses

Ball State U. The university acknowledge (8/19/91) that it was investigating possible improper use of long-distance telephone service by current and former men's basketball playera. Four present players admitted (10/16/91) charging more than \$800 in unauthorized calls to the university. The players agreed to raimburse the university and were declared eligible to compete by the NCAA. A university official said (12/6/91) the investigation was continuing into possible abuse by former players.

m Boine State U. Boine State officials sald (11/21/91) they would send a report to the NCAA about payments that a university foundstion had made to the schletics director and conches. The university's lawyer said he believed the salary supplements were proper.

Chicago State U. Chicago's Sun-Times reported (11/7/91) that the NCAA was investigating charges that the university's sports officials had changed athletes' grades to keep them ellgible and allowed part-time and transfer students to compete although they had not met entrance requirements. The athletics director, Al Avant, said he was not aware of any inquiry.

- Clemson U. The Atlanta Journal-Constitufion reported (10/24/90) that the NCAA was investigating the possibility that the high-school transcript of Wayne Buckingham, a prized recruit, had been altered and that someone had taken the Scholastic Aptitude Test in his place: The university announced (12/4/91) that NCA enforcement officials had accused Clemson o isching institutional control over the backetha program, and admissions officials of Ignoring evidence that Mr. Buckingham should have been ineligible. Clemson's dean of admission

■ Oklahoma State U. The Daily Oklahoman reported (12/5/90) that the NCAA had notified Oklahome State officials that it had begun a preliminary investigation into one of the university's aports programs. Oklahoms State sus-pended its wreatling coach, Joe Sesy (5/17/ 91), The Delly Oklahomen reported (7/24/91) that NCAA enforcement officials had returned to the Stillwater compus to review charges that Mr. Seay had directed his players to lie to investigators. The university released (11/7/91) an official letter of inquity in which the NCAA's

enforcement staff listed 25 possible violations

A symbol (=) indicates that an Item has been added or changed since this list was fast published in The Chronicle (October 30, 1991).

in: the wrestling program. They included charges that Mr. Seay had paid some athletes work they had not done. a Syracuse U. The Post-Standard of Syracuse reported (12/20-21/90), that is sevenmonth investigation had shown that the univerelty's men's basketball program had broken coact, Jim Bosheim, denied the charges, but the university said it had sent the NCAS a copy of the newspaper atories. A few weaks into an

of the newspaper stories. A few weeks into an internal investigation by lawyers and a five person faculty committee, the university (2/6/91) declared seven backethall players ineligible for undisclosed rules infractions, but the MCAS reinstated them later that day. Inding that the attitions had not purposely violated the rules. The NCAS eligibility panel upheld (12/5/81). Syraques's declaren in October to declare ineligible Conrad McRas, a backethall player, after an internal inquiry found that the university fact violated NCAS rules in recruiting him. A state fudge in News york (12/6/81), granded MCRas, a committee despite the NCAS request for elementaring organism. McRae's request for eresualiting order that allowed him to compete resplie the Nov. miling. The Gligibility committee (12/1,0/91) respected its require folling, saying Syracuse, not. Mr. Moraes another beginning turner responsibility for

* Tennessee State U. University officials ac-**Tennesses State U. University officials are knowledged (4/25/91) that the NCAWMS planting to investigate possible rules violations in the football program, including charges of the sible rillegal inducationals to recruits. The principal versity sale (12/19/91) that it had riplated some rules. It sald it had reprimitated, log Glistem, the football dosch, and shipped the eligibility of limmy Bethes, a quarterpass.

**U. of Alabama The Columbus (8s.) Leager Enquirer reported (11/26/91) that Auburn University sports officials had alleged to the Southeastern Conference that emplies southeastern Conference that emplies southeastern Conference that emplies southeastern conference that expires examination, in

liad taken a college entrance examination in the place of a freshman football player at Ala-bama: Augum officials and they were unaware. that Aubum's attributes program had filed stuck

a change.

a U. of Arkenbas at Fayerteville. The Arkenass Democrat reported (9/22/91) that here investigators were studying possible violations in
the transfer of two funktoroditiess athleles; to
the university lists summer, frank Brokles; the
athletics director, confirmed (1/1/16/91) that
he had been interviewed by the investigators.

na had been interviewed by this Investigators

If U. of pliamin invierably officials safe (IV.19)

1) they would invisingate charges that atheletes may have received some testigate abusement of the properties o

been ineligible. Clemeon's dean of admission and registration is 8. J. Sketon, who is also the NCA's secretary-treasurer.

If Jackson State U. Martin Epis, the track and field coach, was relieved of the ordina (3D) and interpret individually interpret adjaces. It is also the program. Naturally into alleged violations of NCAT-siles in the program. Naturally into alleged violations of NCAT-siles in the program in the secretary-treasurer.

If Jackson State U. Martin Epis, the track and interpret individual interpret adjaces in the interpret individual interpret adjaces. It is interpret individual interpret adjaces. It is interpret individual individual interpret individual interpret individual indiv

U. of Nevada at Las Vegas The university's athletics director said (7/20/89) NCAA investigators had visited the campus to look into possible violations in the recruitment in 1985 and 1986 of Lloyd Daniels, a high-school basketball ster who never played for the university. The NCAA charged (12/18/90) UNLV with 29 Angeles Times reported (3/6/91) that MCAA inestigators were also reviewing possible violalons in the recruitment of Ed O'Bannon, a baskelball player now at the University of California at Los Angeles. The Las Vegas Review-Journal published photographa (5/26/91) showing former UNLY players with a man convicted of fixing sporting events. Jerry Tarkenwould resign after the 1991-92 season. UNLY officials said (7/2/91) they had received a new set of charges from the NCAA stemming from the recruitment of Mr. O'Bannon and another player. The university released a secretly made ectapo (11/26/91) of a conditioning class taught by a univ basketball coach that apperintly shows the learn practicing before the offichal start of the season.

U. of Pitteburgh University officials said (11/2/90) they were investigating possible "irregularities" in the handling of money by the hietics department's booster group, the dolden Panther Club. The university said (2/11/ 91) It had reopened an earlier inquiry into the football program because of the latest charges A former gasistant athicities director and a former challman of the Golden Perither Club were charged (8/21/91) with conspiring to steal more than \$41,000 in contributions. The university said (9/16/91) it was investigating university said (9/16/91). If was investigating whather is social club had violated NCAA rules when it paid \$10,000 to the former had football toach, Mike Cottride, for appeches, The Alastingh Press, reported (12/19/91) that a football player, Kelth Hamilton, had refused to algree document that would allow university in the lighters to company that would allow university in the lighters to contact the country of the countr vestigators to review records of money that re-portectly had been wheat to him.

, of Virginia The university said (5/21/91) that it would investigate about three dozen loans triade to athletes and graduate assistant coaches in the 1980's by a brooster group. A. three-member committee will review whether the loans by the William Student Ald Founds. tion violated NEA Tules governing improper fl-nancial aid. Many of the loans were made while Richerd D. Schultz: the NCAN's executive direcor, ran Virginia's abons program. Mr. Schultz acid he knew nothing about the loans.

Vandarbilt U. The women's basketball coach: Phil Loo, resigned (3/9/91) efter he reportedly falled to provide endingles information to NCAA Investigators. News reports paid that the asso-piction was investigating charges that Mr. Lee had violeted some minor rectilling jules, and that the spect had withheld some information. rom Neak Investigation during their inquiry.

INVESTIGATIONS RESOLVED

INVESTIGATIONS ARSOLVED

A Howard II. The ucak placed Howard (12/11/21) on two years probation and barred II north pastesson (corball competition in 1992 for inaity violations in the Biston football program. The NoAs's intractions beginnings and formation beginnings and failed to maintain mathinticinal control over the program

A Byreause II. The university said (10/30/91) the ways had stripped the Syraduse mans sociated with the program of its 32 Vicintias from 1988 through 1990 technics a number the program of the 32 Vicintias from 1988 through Inaity high The university action where will are indicated by the Harking of the owner based with an indicate the later than the past who allowed by the Harking and the lorner based who allowed to scription.

International

The administration, faculty, and student body of Bir Zeit University in the Israelioccupied West Bank have strongly condemned the murder of Albert Glock, a professor of archaeology and head of the university's Center for Palestinian Archaeology. An American who had worked at Bir Zeit since 1976. Mr. Glock was shot to death this month near the village of Bir Zeit. There were no witnesses.

Israeli military sources suggested that the murderers might be political extremists opposed to the current Palestinian-Israeli peace talks. A university spokesman discounted the theory, saying that Mr. Glock had had no political connections and had been an integral part of the university and the Palestinian community.

South Korea's education minister lost his job last week following the theft of copies of the country's standardized college-entrance examination one day before the test was to be administered. The theft forced to government to postpone the exam until February 10.

The education minister, Yoon Hyoung-sup, submitted his resignation after a huge public outcry over the theft of the exams. South Korean President Roh Tacwoo appointed Cho Wan-kyoo, former head of Seoul National University, to take over the ministry.

President Roh expressed his deep regret over the incident and ordered a full investigation.

The theft was discovered by a janitor at Seoul Theological University, where hundreds of high-school students were to take the test. They were among 272,307 students across the country who are competing for 59,454 places in the higher-education system next year.

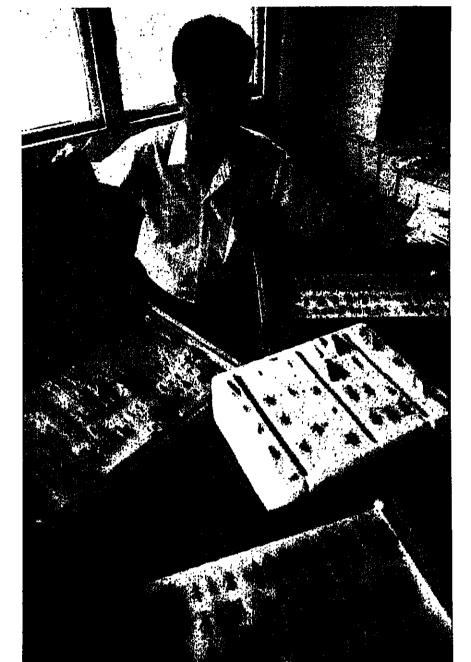
Faculty members in Australia have denounced a 25-per-cent pay raise granted to university vice-chancellors, which could increase the salary of the campus chief executives by as much as \$30,000 (Australian) a year.

Faculty members protested that they themselves had won only a 16per-cent increase, which is being phased in over two years.

How much vice-chancellors earn is a closely guarded secret on most Australian campuses, but the compensation packages usually include a base salary, a car and substantial retirement benefits.

The raise brought the salaries of senior vice-chancellors to around \$130,000 a year. But the president of the Federated Australian University Staff Association, Ralph Hall, said many compensation packages for vice-chancellors were worth more than \$200,000.

The Australian Vice-chancellors' Committee said the pay raise was reasonable, given the responsibilities involved in running a modern university.



Rafael Urrelo, an entomologist who this month began a five-year term as rector of the university: "Our mission is to give knowledge and technical aid directly to farmers."

Campus Thrives Amid Perils of Cocaine Trade

Isolation, guerrilla violence test Peru's U. of Jungle



By ROBIN KIRK

For Daniel Juarez, giving a seminar on tropical disenses in cattle can be a

miles northeast of Lima, the capital. dellar cocaine trade. Today cocaine, a Maoist revolution, a brutal counterinsurgency, and an anti-drug war have made this area into what some say is one of the most dangerous places on earth. That the university not only kensits doors open but has been growing steadily ranks as one of Peru's mi-

raine, is grown.

"I was giving a lecture recently to

TINGO MARÍA, PERU fig-threatening adventure.

Aveterinarian, Dr. Juarez teaches at Pent's National Agrarian University of the Jungle, located in Tingo Maria, 200 With its sunny weather and spectacular setting in the high rain forest, Tingo Maria might seem the ideal spot for a university dedicated to jungle agriculture. But since the 1970's, Tingo María also has been a major hub of the billion-

nor miracles.

Buzz of Small Planes

Tingo Marfa, with a population of 9,000, is the southern gateway to the Mallaga Valley, the 250-mile-long stretch of Amazon watershed where an minated 65 per cent of the world's "coca" leaf, which is refined into co-

At the university-known widely as mas, its initials in Spanish lectures at often given over the buzz of small planes flying raw cocaine north and U.S. dollars and contraband weapons south. Only three miles outside of town. tavelers can be stopped by rogue soldissorpolice, who rob and rape, or by semila fighters of the Communist Parly of Peni-Shining Path, who kill local oficials and anyone on their blacklists.

some ranchers at our pilot project in Aucayacu, and the Shining Path came Continued on Following Page



Rector Urrelo and a student at work on a trap designed to catch insects. The National Agrarian University of the Jungle began in 1964 in what was once an experiment station financed by the United States.

President of American Council Urges Colleges Not to Let Economic Strains Cause Cutbacks in International Programs

By PAUL DESRUISSEAUX

WASHINGTON International programs and projects may seem like easy targets to university budget cutters as the recession grinds on. But the president of the American Council on Education warned last week that it was more important than ever to preserve and even expand such activities.

"Just as it would be foolhardy for this nation to retreat into neo-isolationism as we concentrate on our domestic problems," said Robert H. Atwell, the president, at the council's annual meeting here. "so too would it be shortsighted for colleges and universities to cut or eliminate those programs that address the many dimensions of American ethnocentrism."

Mr. Atwell acknowledged, however, that in times of economic strain it might be difficult for both colleges and the country to keep focused on the need to maintain international ties. "Not since the 1930's has isolationist sentiment in the nation

been so strong, and never in my memory has higher education been so under siege."

The theme of the council's meeting was "Old Borders, New Frontiers: Higher Education in a Changing World," and more than 100 officials of universities in some 50 foreign countries attended.

'Diminished Resources'

It was the largest U.S. gathering of international higher-education leaders since the International Association of Universities met at the University of California at Los Angeles in 1985.

Despite cultural and ethnic differences, the international education leaders had much in common with their U.S. counterparts, Mr. Atwell said. "Diminished resources and rising expectations are realities we all share, and we all are struggling to find ways to reconcile institutional au tonomy with the need for differentiated missions," he said. "We all want more faculty and student exchanges, but have inadequate mechanisms for achieving such obknowledge, and increased cooperation not only can help us with our immediate institutional problems, but can serve as counterweights to the isolationist tendencies that threaten international peace."

In acknowledging the challenges faced by higher-education officials in foreign countries that are experiencing rapid and sometimes tumultuous change, Mr. Atwell

"Not since the 1930's has isolationist sentiment

in the nation been so strong, and never in my memory has higher education been so under slege."

alled on U.S. universities to take steps to sow down the "brain drain" of faculty members from institutions all over the world into this country—particularly from Central and Eastern Europe. "It is one thing to argue for the virtues of the free harket for faculty members." he said. "but it is quite another to damage through our own efforts the prospects for rebuild-R and developing autonomous universies in those nations."

hr Beyond Exchange Programs

also said American higher education needed to provide assistance to universiies overseas that went far beyond exdange programs. He suid American acadenics should do more to help their fortign counterparts acquire skills in the management and governance of higher edteation institutions, areas in which he said U.S. expertise was unmatched. He cauloned, however, against attempts to exon American models and suggested, inhad that providing consultation to instiballions that are restructuring themselves as a better way to assist them.

Saying that U.S. colleges and universi-Continued on Following Puge

Universities in Tashkent Closed After Clashes With Police Leave at Least 2 Students Dead and Dozens Injured

By ALEXANDER TOMASZ MASSEY

The government of the former Soviet republic of Uzbekistan has shut down universities in Tashkent, the capital, until February 10 in the wake of violent protests this month in which at least two students were killed and more than 50 injured.

The students died when police opened fire on an estimated 10,000 demonstrators protesting price increases and food shortages in the central Asian nation, which began moving to a free-market economy this month. Some 20 police were also wounded in the incident. It was the first violent protest against the economic reforms introduced by Russia and followed by most of its former republics, now members of the Commonwealth of Independent States.

Cost of Meals Tripled Overnight

Angry students, mainly from Tashkent State University and Tashkent Technical University, took to the streets after the

At a press conference last week, President Karlmov accused "destructive conservative forces of the hidden opposition" of using the price changes to provoke student violence.

cost of meals at campus cafeterias tripled

ber of dead at only two, the Commonwealth television network and the Moscow-based independent news agency Interfax reported six had perished. An independent inquiry by the Birlik Popular Movement, the main political opposition in Uzbekistan, reported that a total of 21 students had died either during clashes with police or from injuries suffered in those confrontations.

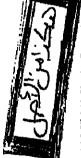
Uzbek officials continued to maintain last week that only one student had died. Western news agencies reported that they had not been able to confirm the deaths of more than two students.

Alarmed by the scale of the protest, Uzbek authorities rushed to restore old food prices for students and suspended all higher-education classes in Tashkent for three weeks. Students were ordered to leave the capital and return to their homes, a measure that some observers said could backfire if students sought to spread the protest. Food shortages in the outlying areas are more severe than in Tashkent.

The violence in the capital was sparked by a spontaneous march on the palace of Uzbek President Islam Karimov that turned ugly when protesters smashed store windows, threw rocks at police, and overturned cars. Hundreds of anti-riot policemen opened fire and finally dispersed the

Continued on Following Page





with different countries and uni-

versities for research purposes, but

now we have only two small ones.

with Canada and the U.S.," Mr.

Silva points out. The university has

an annual budget of about \$2-mil-

lion, which does not cover the

costs of research, laboratory im-

provements, or even journal sub-

'We've closed five projects, not

because of violence but lack of

funds," says Mr. Silva, "We want

to bring back the participation of

He does acknowledge that it is

too early to bring foreign profes-

sors back to the university. At one

time the campus averaged about

came to conduct research in the re-

and a Panamanian—came in 1989

After that their own and other gov-

ernments ended support for the

programs that brought the visitors

because of the threat of violence.

tourist and study spot, but the few

foreigners who dare visit now are

gun-toting DEA agents and the rare,

curious journalist. In June, 1990,

two amateur ornithologists from

Britain who were visiting the fam-

ous "Owl Cave" seven miles from

Tingo María were murdered by the

Shining Path, who mistook them

For Mr. Silva, the best hope for

the university's future lies in mak-

ing the university a money-making

agricultural enterprise with its own

fields, processing plants, and dis-

tribution network. "No one be-

lieves anymore that the salvation

will come from the government."

he says. "With our own resources

ities" and called on the presider

Prime Minister Abdulkhasim

Mutalov promised a full investiga-

ties made a few conciliatory ges-

tion of the shootings. The author-

of the regime, to the official com-

A government statement blame.

the events on "the failure to give

students timely explanations" for

At a press conference last week,

President Karimov accused "de-

mission investigating the unrest.

and the government to resign.

make the university work."

and people, we are going to have to

for DEA agents.

Tingo María was once a popular

gion is still understudied."

Few Foreign Visitors

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS

Campus Thrives Amid Drug Trade, Guerrilla Violence

Continued From Preceding Page in and wanted me to explain what I was doing and why," recalls Dr. Juarez, who is also vice-rector for academic affairs at the university. Two hours north of the campus. the project is actually a house and small barn where specialists advise ranchers on ways to improve their

Aucayacu is also within what Dr. Juarez says is the "red zone," where daily life is controlled by the Shining Path, as the guerrilla movement is commonly called. Led by a former academic, the group took up arms in 1980 with a pledge to destroy democracy in Peru and establish in its place a totalitarian state modeled on Mao Zedong's revolutionary China.

In Aucayacu, the guerrillas have an alliance with some coca farmegs, who help support them in exchange for protection from three dangerous elements: the wellarmed Colombian drug cartels that buy the raw cocaine, called "pasta basica:" the Peruvian unti-drug police; and the U.S. Drug Enforcement Administration, which blows up cocaine-processing "labs" as part of the anti-drug efforts it is involved in with Peru's government.

Although no UNAS faculty member has been killed by the guerrillas, academics in other regions of Peru have been turgets. The Shining Path holds that development

Council Chief Urges Colleges to Protect International Efforts

Continued From Preceding Page ties should not slow "their often halting steps toward preparing our students for the realities of the global village," Mr. Atwell called on the campuses to move beyond giving students an "international orientation" and to develop a truly global approach to education. "This approach acknowledges that we are not adequately educating our students if we do not familiarize them with the diverse people, cultures, and ideas with which they will have to live in the 21st century-in their own communities and around the world," he said. He included efforts to diversify the campus population and move the curriculum in multicultural directions as important elements of such an approach

4 'Imperatives'

Mr. Atwell identified four "im-Bucalion on American campuses:

 Increasing financial aid so that more students from all income levels can study abroad—including adult and part-time students.

- ■ Focusing study-abroad opportunities much more on the third world and the Pacific rim than is now the case.

Insisting on competency in a second language as a requirement for the bachelor's degree.

infusing the social sciences, the humanities, and other disciplines with international and multicultural perspectives.



Enrique Arevalo studies fungi that affect plants in the region, including the infamous coca plant.

projects not led by the Communist Party are tainted by imperialism

"In the end, all they wanted was slide projector, which they took for one of their guerrilla schools." says Dr. Juarez of his encounter with the Shining Path. "It would be very vain to say that I was not afraid. But I'm going again, because we do no one any harm, and have as our only object to help farmers produce more and better products."

'Aid Directly to Farmers'

What unites unas staff members and students are a sense of mission and a commitment to improving the lot of Huallaga farmers.

"Our mission is to give knowledge and technical aid directly to gi-would propel him into the eye farmers, not big business," explains Rafael Urrelo, an entomologist who this month began a fiveyear term as rector of the university. "This is the prime reason UNAS highly respected in the country-

The university began in 1964 in what was once an experiment station financed by the United States. Growing from an original student body of 35 and a teaching staff of 10, the university now has more than 1,300 students and 153 professors in five departments: agronomy, animal husbandry, food industries, forestry and renewable resources, and social sciences.

Graduates go on to work for companies involved in agriculture, livestock, and food production. Some return to family farms, and others emigrate in search of work.

The campus hugs a half-mile stretch of the earth-brown Huallaga River and contains a 20-acre experimental field, a ranch, laborato- cao, and coffee. Scientists at the ries, and a botanical garden with its university also have investigated about 1,000 students held a memoperatives" that he said were essential to the development of global

own monkeys. The focus is on the
an insect known locally as the rial demonstration on the Tashkent

Muhammad Solikh, a leading critic

necessary and necessing the development of global

region For instance in the cash. region. For instance, in the small "malunya", which eats coca State campus. Speakers demanded zoo just behind the main campus, all the animals come from the local area-two coatis named Anita and Julia, a hawk, a small crocodile, an iguana, and a river otter.

We would like to have more, but it is very expensive to maintain these animals in captivity," explains Javier Sota, a unas graduate who now works as an agricultural extension officer, visiting area farmers and helping them improve their crops and animals. Although the animals are a campus attrac-

where students go to talk and study under sprays of wild orchids.

Some UNAS projects are contro-

Enrique Arevalo, for instance, a soft-spoken phytopathologist on the university's teaching staff, nev-

"We want to

bring back the

participation of fellow

universities, because the

region is still

understudied."

er thought his specialty—plant funof an international dispute. Two years ago, coca farmers from Uchiza, the heart of the Huallaga coca belt, came to unas to find out what was killing their plants. Mr. Arevalo says identifying the common fungus wasn't difficult. The hard part was avoiding public speculation about why it had suddenly begun killing coca plants in 1987. Although the fungus exists in the earth, never before had it attacked coca. According to Mr. Arevalo. now 80 per cent of the estimated 375,000 acres of cocn in the upper Huallaga Valley are affected.

"The farmers say the infestation began after the DEA dumped a strange powder from their helicopters, which the Americans deny," Mr. Arevalo says.

Since 1979, UNAS has received funds from the U.S. government to ricultural extension service to promote legal crops like annatto, caleaves and also has been studied by the U.S. Department of Agriculture as an anti-coca weapon.

most plentiful and successful crop, sealed off the campus. bringing Peru about \$2-billion annually, there is not one bush on the university's campus. Mr. Arevalo blushes and declines when asked to show his coca samples. He says he fears his work on the coca-destroy-

ing fungus will be misunderstood. Despite the Shining Path's attacks against research installations of the students, the Birlik movetion, more popular is the dense and in Peru that receive financial supment described the tragic events as pealed to the people to refrain from ment described the tragic events as cool forest around the cages, port from the United States, unas "a murderous action of the author-civil disobedience.

thus far has not been targeted. The striking for a pay raise blocked the entrance and locked all doors, efuniversity also is one of the few fectively halting classes. However, campuses in the country that have not been subjected to periodic in comparison to the tear-gas. choked buttles common on camsweeps by the Peruvian military in puses in Lima, the rally on the search of links to the Shining Path. Just last week, soldiers and police UNAS quadrangle looked more like swept through seven university an impromptu pienie. Alberto Silcampuses, detaining students and va, dean of social sciences, says confiscating Shining Path propaviolence and unrest are not the university's main problems. "Ten years ago we had accorde

Ban on 'Eternal Students'

ganda materials.

Last summer the Peruvian military occupied many campuses by force as part of its campaign to eradicate political graffiti, but it did not enter the UNAS campus. The only pro-guerrilla graffito on any building here is a slogan that was painted in 1986, now faded by years of jungle rain.

Students speculate that the calm political climate on this campus is due partly to the university's rules that prevent so-called "eternal students"-generally political activ- fellow universities, because the reists who never graduate—from regstering. A few students have left to join the guerrillas, while others have opted to put their studies aside to learn the real-life buying and selling of "pasta basica."

The only issue that divided the miversity over the recent election five foreign academics a year who of a new rector was which candidate would be better at attracting gion. The last two—a Canadian research grants from abroad.

Willington Huaman, a fourthyear animal-husbandry student and representative in the university's General Assembly, says many people are afraid that in the Huallaga Valley, even legal political activity puts them and their families in danger. Most students are from the region and plan to work here after graduating, Mr. Huaman, a nutive of Tingo María, says his aunt and two cousins were killed by unknown assailants last year after his aunt's participation in a local Mother's Club was criticized.

"It's often unclear who does the killing-narcos, guerrillas, or paramilitaries?" Mr. Huaman says.

Other problems that face the university include an inadequate budget, a relatively high dropout rate, and the loss of qualified professors to Peru's larger universities and to other countries, including the United States.

On one recent morning, workers

Tashkent Universities Closed After Clashes

Continued From Preceding Page crowd using truncheons. More train professors and provide an agbeen arrested, a figure that officials would not confirm.

One day after the rampage, President Karimov's resignation and an independent investigation of the killings. The students were Even though coca is the region's attacked by the police, who had

'A Murderous Action

Protests were subsequently mounted by students at the elite Tashkent Medical School, Tashkent Agriculture University, and the Tashkent Literature Institute. In a statement issued in support

structive conservative forces of the hidden opposition" of using the price changes to provoke student violence. In a speech carried on Uzbek television, he asked university officials not to expel students involved in the protests and ap-

the price increases.

THE CENTENNIAL YEAR OF the University of Chicago has been marked by surprises. First, Gerhard Casper, who had been seen by many as the successor to the university's president. Hanna H. Gray, resigned as provost. Then Mrs. Gray announced that Kenneth W. Dam, vicepresident for law and external relations at the International Rusiness Machines Corporation and a former Chicago law professor, would become provost in August.

The Chicago Maroon, the student newspaper, said Mr. Dam would be provost for only a year, but university officials wouldn't confirm that report.

Mr. Dam served as provost at Chicago once before, from 1980 to 1982. In the latter year he became Deputy Secretary of State under George Shultz, himself a former dean of Chicago's business school.

Mr. Casper said he was quitting to return to teaching in the law school, though others at Chicago said the resignation had resulted from tensions between him and President Gray.

Every scholar's worst nightmare came true for Harold Veeser, associate professor of English at Wichita State University: A burglar made off with the only complete copy of an unpublished book manuscript. The manuscript—a book on Edward Said, professor in the humanities at Columbia University - and notes from 18 months of interviews were stored in the hard-drive memory of a computer stolen from Mr. Veeser's home. Mr. Veeser said he was willing to pay for its return and added that the computer -- of outdated 1987 vintage-would probably be of little value to the thicf.

The presidents of two colleges resigned under fire

Lee E. Monroe, Jr., president of Florida Memorial College since 1990, resigned after reports that his contract would not be renewed .

*The resignation of Albert E. Smith as president of South Carolina State College came after several years of ramors about dissutisfaction among trustees, faculty members, and alumni. In a letter to the board, he said his resignation would be effective December 31. The trustees voted 7 to 2 to accept it immediately.

After the vote, Mr. Smith said, "The board, in its wisdom, decided to terminate me today."

Saying that "rather than spending time and money planning and hosting an inaugural, we must focus our energies on teaching our students, providing them with support services, and maintaining our current hudget levels," Terrence J. MacTaggart, new chancellor of the Minnesota State University System, canceled his inauguration. Instead, the chancellor, who stressed that bolaxpayers' dollars would have been used to pay for the ceremonies, will address fawmakers as part of the ystem's student association's Jobby-day activities.

After 28 years of teaching at the University of Michigan, Bert G. Hornback, a professor of English, is resigning. In a letter to colleagues, Mr. Hornback said: The corporate entity which uses the title The University of Michigan' is a sham. Those who run it, and so many of those who work in it, are no longer interested in leaching, and they care not the least about students." Mr. Hornback, who was "disappointed" by the small Amber of entries he received after his offer of a prize "against greed" (Name Dropping, December 4, 1991) sidhe would join the faculty of Bellarmine College.

Gazette





James G. Wingate North Carolina Department of Community Colleges



Cynthia L. McGill Rochester Institute of Technology

Upsala College

New university chief executive: Central Washington University, Ivory Vance Nelson.

Appointments, Resignations

Roberto Aguero, dean of instructional services at Southwest Texas Junior College, to vice-president for educational services at Western Nebraska Community Col-

New Jersey Department of Agriculture, to director of state relations at Rutgers U. Cary Aufaceaer, coordinator for data analysis at Massachusetts Department of Educations at Rutgers U. cation, to director for institutional re search at Massachusetts Bay Community

Cynthia Batt, lawyer in Philadelphia, to di rector of career planning in the school o law at Temple U. Bob Brown, vice-president for business af-fuirs at El Centro College, to vice-president for business and college services at Central Piedmont Community College.
Rodney J. Brown, chairman of nutrition and food sciences at Ulah State U., to dean of

the college of agriculture.

William 8. Bushnell, director of development and marketing at Foundation for Community Encouragement (Knoaville, Tenn.), to special assistant to the president for advancement and community re-leations at Notre Dame College (N.H.).

Carl Carpentor, professor of education at South Carolina State College, to interim

president.

Shelle Cottallo-Kruczynski, consultant Beverly, Mass., to director for business and industry all Massachusetts Bay Com-

Jackle Dalton, nursing instructor at Ma-comb Community College, to associate dean for allied health and biotechnology at Massachusells Bay Community Col-

rege.

Raymond H. Dawson, vice-president for academic affairs and senior vice-president of U. of North Carolina system, has announced his retirement, effective March

the college fund at Lafayette College, to

grector.

oberta B. Gwilt, catalogue librarian at Syracuse U., to head of the monograph unit in the bibliographic-services department of the university library. Hall, assistant to the president for economic development at Forsyth Technical Community College, to special assistant

munity College System.

James J. Hughes, Jr., former executive di-rector and chief executive officer of New Jersey Economic Development Authority, to vice-president for business, fi-

nance, and historichian a treasurer at Rider College. Henhan T. Hulbert, vice-presi ninistrative services at U. of Northern Colorado, to senior vice-president. Fred R. Hunsaker, president of Select Securities Inc. (Logan, Utah), to vice-president for administrative affairs at Utah

State U.

ullo W. Izquiardo, acting chief financial officer at Upsala College, to vice-president

for finance.

Rim Ann King, former senior writer at U. of
Alabama at Huntsville, to director of
public information and publications at
Massachusetts Bay Community College. Stephen Kurth, chairman of physical education and athletics at U. of Wisconsin a Eau Claire, to associate dean of th school of education. Indrew Lees, professor of history at Kui-gers U. at Camden, also to associate dean

of the graduate school. In this L. McGill, assistant to the provost at sistant provost. Wistine Cecil Melloh, director of develop-

ment at Hamline U., to executive director of the alumniannual fund at Carleton Col-Lee E. Monros, Jr., president of Florida Me-

morial College, the resigned.

Emily Moore, acting academic dean at Concordia College (Mich.), to dean of faculty at Concordia College (Minn.).

Jantee Moree, associate director of financial aid at U. of Wisconsin at Eau Claire, also to special assistant to the vice-charantee.

very Vance Nelson, chancellor of Alamo Community College District, to president of Central Washington U. Rodney M. Oto, director of financial aid at Colorado College, to dean of admission and financial aid at Austin College.

Robert Patterson, registrar at Capital U., to director of the assessment center.

Robert S. Poole, III, vice-chancellor for de-velopment at North Carolina Central U.,

to vice-president for development at Nor-folk State U.

Zonon Pytyshyn, former director of the arti-ficial-intelligence and robotics program at Canadian Institute for Advanced Re-search, to director of the Center for Cog-nitive Science at Rutgers U. Lowell Schake, chairman of animal science at U. of Connecticut, to chairman of ani-

science at Texas Tech U.

Continued on Following Page

Gazette

ontinued From Preceding Page Ronald R. Schmidt, executive vice-presi dent and chief operations officer o Young Life Foundation (Colorado pringstand former vice-president for in Stitutional advancement at Southern Nuzarene U., to executive vice-presiden of Colorado Christian U.

David R. Schuckers, director of governmen-tal relations at Pennsylvania State U., to special assistant to the president.

Janet Schwab, assistant registrar at Capital

Albert E. Smith, president of South Carolina

State College, has resigned.

Donatta Stewart, assistant director of admissions at U. of South Carolina at Spartanburg, to director.

Linda Tom, senior director for corporate hu-

man resources at Rhone-Poulenc Rorer Inc. (Collegeville, Pa.), to vice-president

Carol Temlinson-Keasey, professor and chair of psychology at U. of California at Riverside, to vice-provest for faculty re-lations at U. of California at Davis, effec

for the Arthur G. Jumes Cancer Hospital and Research Institute at Ohio State U., o executive director of the Endowmen

Association at wichita since o.

James C. Wallace, acting vice-president for operations at U. of Medicine and Dentistry of New Jersey, to vice-president. Mary A. Waltz, maps librarian at Syracuse
U., to head of the maps and governmentinformation unit in the library.
James G. Wingste, former vice-president
for distribution.

for education at Central Piedmont Community College, to vice-president for programs at North Carolina Department of Community Colleges.

IN THE ASSOCIATIONS

Linda Koch Lorimer, president of Randolph-Macon Woman's College, has been elected chair of Association of American Col-

Kenneth L. Mossman, assistant vice-president for research at Arizona State U., has been named president-elect of Health

Physics Society. The Rev. Frederick J. Ponnett, chaplain of U. of New Hampshire, has been elected president of National Association of Diocesum Directors of Campus Ministry

Larry Silver, professor of art history at

Northwestern U., has been elected president of College Art Association.

MISCELLANV

Edward B. Dodd, former dean of planning and development at Richmond Communi-ty College, to vice-president for market-

Jack Lookhead, director of the Scientific Reasoning Institute at U. of Massuchu-

Reasoning Institute at U. of Massuchuselts at Amherst, to director of programs at Ventures in Education.

Joseph M. Stevenson, associate academic vice-president at Stockton State College, to deputy superintendent for curriculum and instruction at Plensantville (N.J.) Public Schools, effective June 30.

Deaths

George J. Alker, Jr., 62, former chair of ra-diology at State U. of New York at Buffa-lo, December 31 in Williamsville, N.Y. Yahya Armajani, 85, former chairman of history at Macelester College, December 28 in San Diego.

the education department at American Museum of Natural History (New York) and former professor and chairman of un-ihropology at Adelphi U., January 13 in New York.

onaid H. Beck, 73, regents professor of education at U. of Minnesota, December

31 in Minneapolis.
Robert W. Cleary, 56, associate professor
of pharmaceutics at U. of Mississippi,
January 9 in Memphis.

Pat Dore, 47, professor of law at Florida State U., January 13 in Tallahassee, Fia. Thomas H. English, 96, professor emeritus of English at Bmory U., January 8 in At-

Robert D. Fleischer, executive director o Horace Mann League of United States of America and former professor of educa-tion at Lehigh U., January 4 in Bethic-

Buth Gaber, 91, professor emeritus of Eng-lish at U. of Wisconsin at Platteville, De-cember 29 in Platteville, Wis.

cember 29 in Platteville, Wis.

Glon E. Gordon, 56, professor of chemistry
at U. of Maryland at College Park, January 13 in Washington.

Theima Thurston Gorham, 78, professor of
journalism at Florida A&M U., January 7
in Tallahassee, Fla.

Cloment L. Honshaw, 85, professor emeritus of chemistry at Colgate U., December
21 in Hamilton, M.Y.

of the college of pharmacy at Xavier U. (La.), January 5 in New Orleans. Robert B. MoNee, 69. former professor of geography at U. of Cincinnati and former director of American Geographical Socie-

ty. January & in Los Angeles. Winfield Scott, 59, associate dean for edu-cation in the medical school at George Washington U., January 14 in Washing

Alma L. Wittmayer, 66, associate professor emeritus of nursing at Ohio State U., Jan-uary 7 in Columbus, Ohio.

Coming Events

4 symbol (a) marks items that have not appeared in previous issues of The Chronicle.

FEBRUARY

3-4: Faculty. "Evaluating College Facul-ty." senimar, Kansas State University. Orlando, Fla. Contact: Center for Facul-ty Evaluation and Development, Kansas State University, 1615 Anderson Ave-nue, Manhattan, Kun. 66502-1604; (800) 255-2737 or (913) 532-5970, fax (913) 532-

3-4: Fund rateing, "Raising Major Gifts for Endowment," workshop, Gonser Gerber Tinker Stuhr, Palmer House, Chicago. Conluct: Gonser Gerber Tinker Stuhr, 460 East Diehl Road, Naperville, III. 60563; (708) 505-1433, fak (708) 505-

sional Briefing, "Council for Advance-ment and Support of Education, Wash-ington, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-

4-6: Fund raising. "The Art of Asking." seminar, Institute for Charitable Giving. Chicago Marriott-Downtown Hotel, Chicago. Contact: 1cq, 500 North Michigan Avenue. Chicago 60611; (312) 222-9757, fax (312) 222-9411.

18x (312) 222-9411,
4-5: Higher education. "Catholic Higher Education: the Mission and the Faculty," annual meeting. Association of Catholic Colleges and Universities, Hyatt Regency Hotel, Washington. Contact: ACCU, Suite 650, One Dupont Circle, Washington 20036: (202) 457-050

Suite 650, One Dupont Circle, Washington 20036; (202) 457-0650.

4-Bz Management. "Strategic Management: Getting Value From Strategic Planning," conference. Conference Board, Century Plaza Hotel, Los Angeles. Contact: Conference Board, 845 'Phird Avenue, New York 10022; (212) 339-0290, fax (212) 980-7014.

nue, New York 10022; (212) 339-0290, fax (212) 980-7014.

5: Higher education. "Political Correctiness, Hate Speech, and Academic Freedom on College Campuses," conference. Association of the Bar of the City of New York Committee on Law and Education, New York. Contact: Rosemary Sulomonc. (718) 990-6600.

5: Mhorfilea. "Beyond the Dream IV, a Colebration of Black History: Discovering the Post—Understanding the Future." videoconference, Black Issues in Hisher Education. Contact: Black Issues in Hisher Education. Suite B-8, 10520 Warwick Avenue, Fairfax, Va. 22030-3108; (703) 385-1839.

fax (703) 385-1839. 6-8: Faculty. "Sustaining Faculty Diversity in the Research University," conference, University of Arizona, Tucson, Ariz. Contact: (602) 624-8632, ext. 247.

7: Administration. "Academic Chairpersons: Celebrating Success," conference, Orlando, Fla. Contact: Center for Facul-Orlando, Pia. Contact: Center for Faculty Evaluation and Development, Kansas State University, 1615 Anderson Avenue, Manhattan, Kan. 66506-1604; (800) 255-2757 or (913) 532-5970, fax (913) 532-527

5637.

5-71 Continuing education, "Executive Development Seminar: Global Issues for the 21st Century," National University Continuing Education Association, Washington. Contact: Ann Weinberg, NUCEA, Suite 615, One Dupont Circle, Washing-ton 20036; (202) 659-3130. 5-7: Fund releing, "How to Prepare Your

Fund-Raising Plan and Evaluate Your Results," workshop, Council for Ad-vancement and Support of Education, Hyatt Regency Hotel, Coral Gables, Fla. Contact: CASE, Suite 400, 11 Dupont Cir-

Contact: CASE, Suite 400, 11 Dupont Circle, Woshington 20036; (202) 328-5900.

5-71 Inattutional advancement. "Running an Effective Advancement and information-Services Program," workshop, Council for Advancement and Support of Education, Omni Royal Orleans Hotel, New Orleans. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

(202) 328-5900.

5-81 Educational technology, "Capture the Vision," national convention, Association for Educational Communications and Technology, Washington. Contact: AECT. Suite 820, 1025 Vermont Avenue, N. W., Washington 20005; (202) 347-7834, fax (202) 347-7839;

6: Fund raising. "Volunteer Management."

Ronald E. Kirk, 56, professor of biology at Indiana U.-Purdue U. at Indianapolis, January 11 in Manaus, Brazil. Warren P. McKenna, 81., 76, former dean

seminar, Nova University, Fort Lauder-dale, Fla. Contact: Nova University, Of-fice of Continuing Educution, 201 Muil-man-Hollywood Building, 3301 College Avenue, Fort Lauderdule, Fla. 33314. : Students, "Understanding and Meeting the Needs of Gay, Lesbian, and Bisexual Students," teleconference, National Association of Student Personnel Administrators. Contact: National University trators. Contact: National University Teleconference Network, 210 Public In-formation Building, Oklahoma State Uni-versity, Stillwater, Okla. 74078-0653; (405) 744-5191, fax (405) 744-6886.

697: Harasment, Workshop on policies on racial hurassment, Southwest Center for Human Relations Studies, San Diego.

Contact: (405) 325-3936.

6-7: Regultment. "Recruiting the Graduate Student," workshop, Council for Advancement and Support of Education, Sheruton-Society Hill Hotel, Philadelphia. Contact: Case, Suite 400, 11 Dupont Circle. Washington 20036; (202) 328-

6-8: English. Midwest regional conference on English in the two-year college. Na-tional Council of Teachers of English. Omaha. Contact: Mary Jean Steenberg. Metro Community College, South Cam-rus. English Department. Hox 3777, Omsha 68103; (402) 449-8510.

6-8: Students. Institute on college-student values, Florida State University, Wakulla Springs, Flu. Contact: Jon Dulton Vice-President for Student Affairs, Florida State University, Westcott Building (R-5), Tallahassee, Fla. 32306-3019; (904)

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6-8: Violence. National conference on campus violence, Towson State University, Baltimore Marriott Hotel-Inner Harbor, Baltimore. Contact: National Conference on Campus Violence, Campus Violence Prevention Center, Towson State University, Towson, Md. 21204; (301) 830-2178, fax (301) 830-3441.
6-8: Popular culture. Annual meeting. Far West Popular Culture Association and American Culture Associations, Las Veass. Contact: Felicia Campbell, Deputtment of English, University of Nevadu.

ment of English, University of Nevadu, Las Vegas 89154; (702) 739-3457 or (406)

6-9: Technology. Annual meeting and conference on technological literacy, National Association for Science, Technology and Society, Radisson Plaza Hotel at Mark Center, Alexandria, Vu. Contact: Robert Merideth, 120 Willard Building, University Park, Pa. 16802; (814) 865-9951.

9951.

6-9: Women and aports. "Lending the Way to a New Generation of Oirls and Women in Sport," symposium, Slippery Rock University, Slippery Rock, Pa. contact: Laurel A. Dagnon, (412) 738-2027, or Catriona Higgs, (412) 738-2788.

6-13: Art libraries. Annual meeting, Art Libraries Society of North America, Chicaso Hilton Hotel, Chicago. Contact: ArLis, 3900 East Timrod Street, Tucson, Artz. 85711; (602) 881-8479.

7-8: Aesthetics. "Whatever Happened to Beauty: Aesthetics in a Culture of Signs," symposium, University of Texas and other sponsors, Austin, Tex. Contact: Center for the Study of Modernism, (512) 471-7347, or Texas Fine Arts Association, 3809-B West 35th Street, Austin, Tex. 78703; (512) 453-5312.

7-8: Drug abuse. "The Role of Spirituality

1ex. 78703; (512) 453-5312.

7-8: Drug abuse. "The Role of Spirituality In Recovery," seminar, University of California at San Diego, San Diego, Contact: (619) 534-3400, fax (619) 534-8527.

7-8: Management. "Managing for Success," seminar, University of Utah. Salt Lake City. Contact: Janice Blackham, University of Utah, Conferences and Institutes, 2174 Annex Building, Salt Lake City 84112; (801) 581-5809.

City 84112; (801) 581-5809.

City 84112; (801) 581-5809.

7-8: Women's studies. "Women as Creator: an Interdisciplinary Approach," conference, Marywood College, Scranton, Pa. Contact: Judith Hochman, Dean of Continuing Education, Marywood College, 2300 Adams Avenue, Scranton, Pa. 18509; (717) 348-6211.

7-9: Faoulty. National conference of American Indian professors, Arizona State University, Tempe, Ariz. Contact: Center for Indian Education, Arizona State University, Farmer 415, Tempe, Ariz. 85287-1311; (60:2) 965-6292.

7-9: Logal Issues. Workshops on legal issues in higher education, Stetson University and other spongors, Sheraton Sand Key Resort, Clearwater, Fla. Contact: Alice Ruffner, Stetson University College of Law, 1401 61st Street South, St. Petersburg, Fla. 33707; (813) 345-1121, ext. 312.

7-9: Students, "Campus Conduct Issues: Preparing for the 21st Century," annual

conference, Association for Student Judi-cial Affairs, Sheraton-Sand Key Resort, Clearwater Beach, Flu. Contact: Dennis and Housing, Wake Forest University Box 7749 Reynolda Station, Winston-Sa

lem, N.C. 27109; (919) 759-5185. l: Philosophy, "Diversity and the Canons of Culture: 'Orientalism' and the Politics of Knowledge," conference, Greater Philadelphia Philosophy Consorthum, Temple University, Philadelphia, Con-tact: Mary H. Donohue, Thomas Library, Bryn Mawr College, Bryn Mawr, Pa.

8-9: Legal Issues. "... And Here's the Fout Shot: Fairness in Intercollegiate Athletics," conference, National Associ-ation of College and University Attorneys, Radisson Suite Resort, Clearwater Beach, Fla. Contact: Anniouise Roark Meetings Manager, NACUA, Suite 620, One Dupont Circle, Washington 20036; (202) 833-8390, fax (202) 296-8379.

8-11: Geology, "Thematic Conference of Geologic Remote Sensing: Exploration Environment, and Engineering," BRIM, Pusadem, Cal. Contact: Nancy J. Wallman, FRIM, P.O. Box 134001, Ann Arbor. Mich. 48113-4001; (313) 994-1200, ext. 3234, fax (313) 994-5123.

8-12: Inetitutional advancement. District conference. Council for Advancement Hotel, Philadelphia, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

2000 (137) 526-590 (147) 526-5 Beach, Flu. Contact: Annious Roark, Meetings Manager, NACUA, Suite 620, One Dupont Circle, Washington 20036; (202) 833-8390, fax (202) 296-8379.

-10: Teleconferences, "NUTN to: Past Prevent . . . Future," annual conference National University Teleconference Net-work, Ramada Remissance Hotel-Tech world, Washington, Contact: NOTN, 210 Public Information Building, Oklahoma State University, Stillwater, Okla. 74078-0653; (405) 744-5191, fax (405) 744-801 N. 9-11: Education. "Succeeding in the 90's: Challenge and Opportunity," regional meeting. College Board, Boston. Contact: Judy Herman, New England Re-gional Office, College Board, 470 Totten Pond Road, Waltham, Mass. 02154; (617) 800-0150

11: Research, "Sponsored Programs fo Predominantly Undergraduate College and Universities," conference, Nationa Council of University Research Adn trators, Hyatt Renency-Capitol Hill Ho tel, Washington, Contact: NCORA, Suite 220, One Dupont Circle, Washington 20036; (202) 466-3894.

9-12: Curioulum, "The Fate of Liberal Education," conference, University of Chicago, Chicago, Contact: (312) 702-4195, 9-12: Logal Issues, "Law and Higher Education." Conference, Ill. Liberal Education. cation," conference, Stetson University Sheraton Sund Key Resort, Clearwater Fla. Contact: Alice Ruffner, Stetson Uni versity College of Law, 1401-61st Street South, St. Petersburg, Flu. 33707; (813) 345-1121, ext. 312.

10: Student personnel, Seminar on student success courses, College Survival Inc. New York, Contact: cst, 2650 Incksor Boulevard, Rupid City, S.D. 57702-3474 (800) 528-8323, fax (605) 343-7553.

10-11: Adult education. "Focus on Adults a Self-Study Guide for Postsecondury Education Institutions," workshop American Council on Education, Wash ington. Contact: Jackie Taylor. Center for Adult Learning and Educational Cre-

dentials, ACE, One Dupont Circle, Wash-Ington 20036-1193; (202) 939-9475.

10-11: Multiouturalism. "Developing and Implementing Multicultural Curricula," workshop, Southwest Center for Human Relations Studies, San Diego. Contact: (405) 325-3936.

10-12: Pfanned glving. "Conrad Teitell's Comprehensive Planned Giving Course." Philanthropy Tax Institute, San Francis-co. Contact: Sally-Ann O'Shea, ptr. 13 Arcadia Road, Old Greenwich, Conn. 06870; (203) 637-4311. 11: Student personnel. Seminar on student

success courses, College Survival Inc., Philadelphia, Contact: csi, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553.

ative Seminar," sar Gallup, Lincoln, Neb. Contact: Cheryl T. Beamer, sar Gallup, 301 South 68th Street, Lincoln, Neb. 68510; (800) 288-8592 or (402) 489-

12 Lincoln's Birthday

12: Research. "Responding to Allegations of Research Misconduct in the University: a Practicum," workshop. American Association for the Advancement of Science, Hyst! Regency Hotel, Chicago. Contact: Misconduct Practicum, Directorate for Science and Policy Programs, AAAS, 1333 H Sireet, N.W., Washington 20005; (202) 326-6600, fax (202) 289-4950. 12-13: Admissions, College fair, National Association of College Admission Counselors, Pittsburgh. Contact: NACAC, Suite

430, Alexandria, Va. 22314; 17031 836-2222, fux (703) 836-8015. 12-14: Fund raising. Annual winter conference. American Prospect Research Angel ence, American Prospect Research Aug-ciation, Hyatt Hotel, Orlando, Fla. Con-tact: John L. Gliha, (515) 294-5819. 12-14: Higher education, "Lifelong Lean-ing: Meeting the Higher Education Need-of Adult Learners," conference, National University San Diego, Contact Na-tional University Research Institute, Na-tional University, Suite 322, 4025 Campo del Rio South, San Diego 82108; 1619. 363-7144.

12-18: Muelc. Annual meetins, Songel Society for American Music. Bales Rouge. Contact: Wallace McKenzle, Mo-Rouge. Contact: Wallace McKenzle, Mo-sic School, Louisiana State University, Baton Rouge, Lu. 70803; 1504) 384-334. 13: International education. "Education in the People's Republic of China," woil-shop, World Education Services, San Francisco. Contact: Robert Hunter. (21), 960-6311, fax (212) 960-6395. 13-14: Business officers. "Strategic Plan-ning and Budgeting." workshop, National Association of College and University Business Officers, Los Angeles, Contact NACUBO, Professional Development De-

NACURO, Professional Development Department, Suite 500, One Dupont Circle Washington 20036; (202) 861-2520. 13-14: Cooperative education. "Two-Yer

Colleges and Co-op: It's a Natural' training program, Northeastern University, Cincinnati, Contact: Donna Daylor Associate Training Director, Northeastern University ern University, Center for Cooperains Education, 503 Stearns Center, North eastern University, Boston 02115; (6)7 437-3774, fux (617) 437-3402.

13-14: History. "Encounters, [492-199] 500 Years of Interaction," symposium Texus Lutheran College, Seguin, Te Contact: Stephen Anderson, (512) 37 13-14: Multicultural Issues. "Managing Di

versity in the University/College Work-place," workshop, Southwest Centerfor Human Relations Studies, San Diego. 13-16: Multicultural adocation. Annu conference. National Association for Multicultural Education, Orlando Mar ott-International Drive Hotel, Orland Fla. Contact: Rose Dubon-Sells, Office of the Dean, Southern University, P.0 Box 9983, Baton Rouge, La. 70813-1092.

(504) 771-2290. 13-16: Multicultural lesues. "Multicultura Programs: Certificate Training," Interna-tional Counseling Center and George Washington University, Washington. Contact: Icc, Suite 138, 3000 Connectical Avenue, N.W., Washington 20008; (202)

13-16: Social sciences. Conference, Subelt Social Network Conference, Sa Diego. Contact: Phillip Bonacich, Department of Sociology, University of California Landon (1993). ifornin. Los Angeles 90024.

13-17: Women and higher education.

"Next Step Workshop for Women Administrators in Higher Education Whose Next Career Step Could Be the c50 Pos-tion," National Institute for Leadership Development, Phoenix, Contact: 811D, Rio Salado Community College, 60

rth First Avenue, Phoenix 85003; (607 223-4290. 13-19: Personnel. National seminar. Co lege and University Personnel Association, Cupital Hilton Hotel, Washington Contact: Lucia Cretella or Karen Sinon. CUPA, Suite 503, 1233 20th Street, N.W. Washington 20036; (202) 429-0311, eu. 6.

Valentine's Day

14: Faculty development. "Improving United Teaching and Learning." annual conference, Massachusetts Faculty December Collect. conference, Massachusetts Faculy Development Consortium, Benley Collest, Waltham, Mass. Contact: Susan A. Hoton, MFDC, Bridgewater State College, Bridgewater, Mass. 02325; (508) 691-1201.

1201.

14: Higher education. "A Day With Arthur Chickering: Education and Identity Revisited," workshop, California State University, Long Beach, Cal. Contact: Cynthia S. Johnson or Kathryn Goddard, Suden Development in Higher Education. thia S. Johnson or Kalhrya Codanovatorio deni Development in Higher Education. 1250 Bellflower Boulevard, Long Beach. Cal. 90840; (213) 985-4974. 14: Higher education. "Teaching in Shop-

ping Centers," teleconference, NUTN Indiana University-Purdue University & Indianapolis. Contact: NUTN, (405) 744-

14: Mathematics. Math workshop, Addison-Wesley Publishing Company, Xavid University, Cincinnati. Contact: Addison-Wesley, One Jacob Way, Reading. Mass. 01867; (617) 944-3700. Mass. 01867; (617) 944-3700.

14: Student affairs. "These Are the Tines
That Try Our Souls." annual conference
on student affairs. University of Mary
land, College Park, Md. Contact: Mar
land, College Park, Md. Contact: Mar
Conference, 2101 Annapolis Hall, University of Maryland, College Park, Md.
20742; (301) 314-7343.

14.15. Teaching. "It's a Small World for

20742; (301) 314-7343.

14-25; Teaching. "It's a Small World: United Multi-Cultural Education for Effective Teaching," forum. Fayetteville Small University. Fayetteville, N.C. Contact: University. Fayetteville, N.C. 2018.

Bertha H. Miller, (919) 486-1265.

Continued on Page Additional Continued On Page A

CONFERENCES, WORKSHOPS

HARVARD UNIVERSITY

INSTITUTE FOR THE MANAGEMENT OF LIFELONG EDUCATION

June 7 - 19

MLE is an intensive, residential program for 75 experienced administrators, all of whom lead organizations that deliver educational programs to adults. Some are presidents and academic deans of schools with significant adult populations; others are deans and directors of continuing education programs. Participants also come from professional associations, business, government, community agencies, and the military.

The program is a lively, stimulating forum for ideas that can be put to use in creating new programs or improving existing programs. The formal curriculum examines three broad areas: (1) the adult as a developing and learning person; (2) organizational strategy-marketing, finance, and planning; and (3) leadership and organizational change.

l4th annual program. Application deadline: April 1

MANAGEMENT DEVELOPMENT PROGRAM

MDP

June 21 - July 3

MDP is an intensive, residential program for 95 mid-career administrators in higher education. The goal of the program is to prepare these men and women to develop resourceful solutions to the problems they are likely to encounter as they grow with their institutions.

Most participants hold the title of chairperson, director, dean, or associate dean. About half hold positions in academic administration; the others are broadly distributed across the major non-academic

Topics include: personnel policy and administration, financial management, human resource management, law and higher education, strategic planning, marketing, and small group leadership.

7th annual program. Application deadline: March 15

INSTITUTE FOR EDUCATIONAL MANAGEMENT

IEM

July 5 - 31

IEM is designed for 95 senior-level administrators in higher education, most of whom are presidents, vice presidents, chancellors, provosts, or deans of major campus units. This four-week residential program examines critical issues in the management of colleges and universities.

The curriculum takes the perspective of the senior administrator, whose responsibility and authority shape institutional policy. Topics include: leadership, financial management, human resources, service delivery, law and higher education, campus community, strategic planning, crisis management, and institutional vision. Constantly updated curriculum materials including the Harvard case method-ensure that the program is relevant to emerging campus issues.

23rd annual program. Application deadline: April I

Muiling address: (name of program), 339C Gutman Library, Harvard Graduate School of Education, Cambridge, MA 02138 phone: 617-495-3572 fax: 617-496-8051

MBCC

Massachusetts Bay Community College

Third Annual Colloquium on Undergraduate Teaching/Learning

March 27, 1992

CASES, CLASSROOM RESEARCH, AND CONVERSATIONS FROM THE TEACHING/LEARNING COMMUNITY

A Conference for Faculty, Instructional Developers, and Administrators

Featuring: Peter J. Frederick, Wabash College "The Power of Story in the Teaching/Learning Community"

Workshops and Roundtable Discussions

Pre-conference Workshop on Teaching Cases Thursday afternoon, March 26 Sponsored by the AAHE Teaching Initiative Pat Hutchings, Director

> To register, contact: Dr. Elizabeth F. Fideler Massachusetts Bay Community College 50 Oakland Street Wellesley Hills, MA 02181 (617) 237-1100, Ext. 146

It's Time to Mark Your Calendar

Coming February 19, 1992 in The Chronicle

Events in Academe Spring - Summer 1992

You'll want to save this

extraordinarily useful compendium of meetings, conferences, seminars, and other noteworthy events in higher education this coming spring and summer. It will feature listings by subject, sponsoring organizations, and dates, with names, addresses, and phone numbers of the people to call upon for detailed information and application forms. For more details call Display Advertising (202) 466-1080.

Advertising Deadline Friday, January 31

SUMMER INSTITUTE The Seventeenth Annual

FOR WOMEN IN HIGHER EDUCATION ADMINISTRATION June 28 through July 24, 1992 A residential program on the Bryn Mawr College campus offering

women faculty and administrators intensive training in educa-tional administration. The curriculum prepares participants to

work with issues currently facing higher education, with emphasis on the growing diversity of the student body and the work

ACADEMIC ENVIRONMENT Curriculum

Adrian Tinsley, Ph.D., President, Bridgewater State College

 Strategic planning
 Undergraduate curriculum reform
 Assessment of learning outcomes Faculty development

 Student development ACADEMIC GOVERNANCE

Sheila Kaplan, Ph.D., Chancellor, University of Higher-education agendas

 Higher-education sectors Decision-making process Policy implementation

INSTITUTIONAL ENVIRONMENT G. Richard Wynn, Ph.D., Vice President for Finance and Administration and Treasurer, Haverford College

 Accounting Budgeting procedures
Legal Issues

 Information technology PROFESSIONAL DEVELOPMENT Cynthia Secor, Ph.D., Director, HERS, Mid-America, University

100

Leadership skills

 Managing change Career planning
 Professional networks

 Wellness Participation is limited. The cost for the Institute, including tu-Fee ition, room and board, is \$4500, and, in addition, a \$75 non-

refundable application see. Deadline for application is April 6. Cynthia Secor, HERS, Mid-America, University of Denver Director

For more information, contact: Betsy Metzger, HERS, Mid-America, University (Denver, Colorado Wonten's Collega Campus, Denver, CO 80220, (303) 871-6866





sociation of Law Libraries, Los Ange

kt Contact: Kathleen Smith, (213) 609-19, or Eleanor Gonzules, (213) 239.

#16: (215) 898-3273.

123: Science education. "National Life Sciences Education Summit Conference It conference, Coulition for Education into Life Sciences, Wingspread Conference Center, Racine, Wis. Contact: Racidel Henry, American Society for Microbial 1236. Measurements Avenue.

childeny, American Society for Micro-bology, 1325 Massachusetts. Avenue. N.W., Washington 20005; (202) 737-3600. 225; Freshman year. Annual meeting on the freshman-year experience. University of South Carolina. Columbia. S.C. Contact: Freshman Year Experience Conferences, University 101, University of South Carolina, 1728 College Street. Columbia S.C. 29208; 18013 777-60129.

Columbia, S.C. 29208; (803) 777-6029.

Weshington's Birthday

26 feedman-year experience. "Freshman-Smiar Instructor Training." workshop, University of South Carolina and other yeasors, Columbia, S.C. Contact: Instrumy Year Experience Conferences, University 101, University of South Car-dia, 1728, College, Street, Columbia

dia, 1728 College Street, Columbia, \$C. 29208; (803) 777-6029.

2: Mathematics, Math workshop, Addi-sn-Wesley Publishing Company, United by, Pa., and Huntington Bench, Cal-Conact: Addison-Wesley, One Jacob-lay, Reading, Mass. 01867; (617) 944

242: Critical thinking. "Critical-Thinking Rading Strategies." regional tusticute, foundation for Critical Thinking. I os Augsles. Contact: Center for Critical Bubling, Sonoma State University, Rob-test Park, Col. 94923; (707) 644-2930 268: institutional advancement. District commence. Committee

acts assurational activancement. District confence, Council for Advancement ad Support of Education, Delta Hotel, Vacower, British Columbia. Contact Cut, Safe 400, 13 Dupont Circle, Washington Male, 130, 200, 4 June

itional education. Annual

conference on international education.
Consumity Colleges for International
Development, Costa Mesa, Cal. Contact

Cin, 1519 Clearlake Road, Cocus, Fla. 1992; (407) 631-3784, fax (407) 639-0078

222. (407) 631-3784. fax (417) 639-0078. 328. Summer programs. Maximizing Summer Opportunities—Utilizing Existing Reduces. national conference. University of South Carolina, Myrite Basel, S.C. Contact: University of South Carolina, Division of Continuing Education, Sufe 108, 900 Assembly Street, Costable, S.C. 29208; (803) 777-9444. fex (8) Baselina, 50: 100.

CONFERENCES

THE TRICK TO BEING A CHAIR













The National Community College Chair Academy Announces The First Annual Conference of Community College Chairs and Instructional Officers

Phoenix, Arizona March 26 - 28, 1992

For conference registration information call: (602) 461-7304

ADVANCING ACADEMIC LEADERSHIP Sponsored by The Maricopa Community Colleges



ACADEMY

March 18-20, 1992, San Antonio, Texas



THE NATION'S CONCERN AND ITS RESPONSE A national conference focusing on current issues and concerns related to the changes and challenges facing American youth; addressing the nation's needs and responses entering the last decade of the twentieth century. Special interest sessions will focus upon current efforts to address these concerns, identification of high impact issues and problems facing American youth, and potential prevention strategies and solutions. Topic areas are:

Poverty and Unemployment Self-Concept Issues Sexuality and Gander Roles

Dysfunctional Families Drugs: Use and Abuse

Registration Deadline: February 26, 1992

For Conference Brochure Call or Write to the address below

Co-Sponsored by: • American Association of State Colleges and Universities (AASCU) - United States Department of Labor, Region 6, Employment & Training Administration - University of Texas at Son Antonia - University of Wisconsin-Stout, Office of Continuing Education/Extension and Summer Session

Meave Direct Your Inquiries To:

Office of Continuing Education/Extension and Summer Session University of Wisconsin Stout, Menonemie. Wisconsin 54751 715-232-2693 (locel) • 800-45 STOUT • 715-232-3385 (FAX.4)

Coming Events

Continued From Page A42
14-18: Multicultural education. Annual conference, National Association for Multicultural Education. Orlando, Fla. Contact: Alfread G. Mouton. Division of ty, Lake Charles, Lu. 70609; (318) 475-5131 or (318) 474-4772, fax (318) 475-

15-16: Black writers. Meeting. Union of Writers of the African Peoples. Community College of Philadelphia. Philadelphia. phia Confuct: UWAP, c/o Forhes Quadrangle 3T01, University of Pittsburgh, Pittsburgh 15260; (412) 648-7540, fux (412) 648-7214.

15-17: Institutional advancement. District conference. Council for Advancement and Support of Education, Grand Hyatt Hotel, Washington, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

15-19: Teacher education. "Education and Family: a Global Perspective," annual meeting. Association of Teacher Educators, Orlando, Fia. Contact: ATF. 1900
Association Drive, Reston, Va. 220911599; (703) 620-3110, fax (703) 620-9530.
16: Personnel, "Salary Equity," professional-development program, College and University Personnel Association, Capital Hilton Hotel, Washington, Con-tact: Lucia Cretella or Kuren Simon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311, ext. 6,

16-19: Enrollments. "Retention Showcase Focus on the Undecided Student," con ference, Bradley University, Costa Mesa, Cal. Contact: Center for Educaeoria, III. 61625; (309) 677-2420.

16-19: Equal opportunity. "Passport to the Future: Forging Partnerships Through Future: Forging Partnerships Through Business. Education, and Government, annual conference. Southeastern Association of Educational Opportunity Program Personnel, Stouffer Nashville Hotel, Nashville. Contact: Loretta R. Herrin, Project Upward Bound, Benedict College. Columbia, S.C. 29203; (803) 253-5342.

Presidents' Day

17-19: Fund relaing. "Securing Major Gifts Using Gift-Planning Techniques." semi-nar, National Planned Giving Institute, French Quarter Sultes Hotel, Memphis. Contact: Kathy L. Robbins, Robert 17. Sharpe and Compuny, 5050 Poplar Avenue, Memphis 38 | 57-1212; (901) 767-2330 or (800) 238-3253.

18-23: Compus activities. Annual meeting. National Association for Cumpus Activi-ties. Dallas. Contact: NACA, P.O. Box 6828, Columbia, S.C. 29260; (803) 732-

NACA, 19-21: Ethica. "The Future of Ethics in America: Can an Individual Make a Dif-ference?" national conference, Califor-nia State University, Long Beach, Cal. Contact: Delona Davis, (310) 985-8446, fax (310) 985-8449.

fax (310) 985-8449.

19-21: Pund raising. "Tuxes and Giving," seminar. National Planned Giving Institute, French Quarter Suites Hotel, Memphis, Contact: Kathy L. Rubbins, Robert F. Sharpe and Company, 5050 Poplar Avenue, Memphis 38157-1212; (901) 767-2330 or (800) 238-3253.

19-21: Pund raising. "Winter Institute for Senior Development Professionals." Council for Advancement and Support of Education. Hyatt Sarasota Hotel, Sarasota, Fla. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

328-5900.

20: State financing, "How to Increase Your State Funding: Trends and Strate-sles to Increase State Funding for High-er-Education Institutions," teleconference, Dallas County Community College District and Community College Satellito Network. Contact: Jeff Rodman. (214) 952-0329.

20-21: Alumai. "Working With Alumni Boards," workshop, Council for Advancement and Support of Education, Adam's Mark Hotel, St. Louis. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

ington 20036; (202) 328-5900.

20-21: Susiness officers. "Budgetins for Academic and Student-Services Personnel." workshop, National Association of College and University Business Officers. Boston. Contact: NACURO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036: (202) 861-2520.

20-21: Fund raising. "Focus On Your Success!" conference, National Society of Fund Raising Executives, Holiday Inn Riverwalk, San Antonio, Contact: NSPRE, P.O. Box 40422, San Antonio 78229-1422.

76229-[422.
20-21: Legal lasues. "Law and Leadership in the Schools." conference, Stetson University, St. Petersburg, Fla. Contact: Alice Ruffner, Conference Coordinator. Stetson University College of Law, 1401 61st Street South, St. Petersburg, Fla. 33707; (813) 345-1121, ext. 312.
20-21: Management, "Evaluating and Timing Capital Projects," workshop, OR/Rd Laboratories, Oriental, N.C. Contact:

OR/Ed. P.O. Box 888, Oriental, N.C. 28571; (919) 249-3040. 20-22: Administrators. Annual meeting

American Association of Presidents Independent Colleges and Universities. Phoenix, Contact: (213) 456-4448. 20-22: Education. "Infusion of African ap African-American Content in the School Curriculum," national conference, Kente Fund, Hyatt Regency Hotel, Atlanta, Contact: Kente Fund, P.O. Box 396, At-

lanta 30301.
20-22: English. Southeast regional conference on English in the two-year college. National Council of Teachers of English. Ruleigh, N.C. Contact: Hildu Barrow Pitt Community College, Drawer 7007 Greenville, N.C. 27835; (919) 355-4416. Washington, D.C.: the Changing 'Cont-plexion' of Social Inequality," conference, American University and Institute ence, American University that Institute for Policy Studies, Washington, Contact: Robert D. Manning, Department of Soci-ology, American University, Washington 20016; (202) 885-2474, fnx (202) 885-2477. 20-23: Continuing education. Division meeting, National University Continuing Education Association, Knickerbocker Chicago Hotel, Chicago, Contact Chin, topher L. Guymon, University of Chica-go, Office of Continuing Education, 5815 Kimbark Avenue, Chicago 60637; (312) 702-1722, fax (312) 702-6814.

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20-23: Higher education. "Re-Forming Arts and Sciences Majors: Strengthening Majors us Communities for Libera

CONFERENCES, WORKSHOPS

Mathematica Across the Curriculum Workshops at Vanderbilt University

Summer 1992

Mathematica software from Wolfram Research enables significant new approaches to teaching any discipline where mathematics is important. Vanderbilt University will host a series of workshops designed for collegiate faculty, on using Mathematica in various disciplines. The sessions will be led by Vanderbilt faculty with experience in using Mathematica in instruction. The workshops will make extensive use of Vanderbilt's electronic classroom, and each workshop will therefore be limited to thirty participants.

For more information,

please write Mathematica Workshops, Box 1577 Station B Vanderbilt University, Nashville, TN 37235; call 615-322-2951; or e-mail InterNet, Mathshop@cCTRVAX.Vanderbilt.EDU. For first consideration, please make a reservation with Vanderbilt by March 16, 1992. The workshop series is supported in part by a grant from the Pew Charitable Trusts, and there is a \$100 registration fee. Faculty from historically black institutions are especially welcome.

June 1 - 5: Physics, including optics & quantum mechanics

June 8 - 12: Mathematics, including calculus, differential equations, and linear algebra Developing Courseware, assumes experience June 15 - 19: with Mathematica

Mathematics (repeat of June 8 - 12) June 22 - 26: June 29 - July 3: Developing Courseware (repeat of June 15 - 19) July 13 - 17: Physics (repeat of June 1 - 5)

National Conference on College Teaching and Learning

APRIL 9 - 11, 1992 - OMNI Hotel - Jacksonville, Florida "Improving Teaching and Learning in the College Classroom"

The conference will focus on four areas:

- 1. Innovative college teaching/learning techniques
- 2. Classroom research projects conducted by teachers
- 3. Developing Teaching/Learning Centers

4. Applying technology in the classroom

presenters are: Thomas A. Anglek Larry Darlage Don Doucette Pat Hutchings Roger T. Johnson

Carol Welas

Technology track: IBM / ACIS Scholars

 Virtual Reality Session: Hands-on Demos Multi-Media & Electronic Classroom Visits

Technology / Software Fair

For registration forms and more information, contact: Dr. Bill Martin Martin Center for College Services Florida Community College at Jacksonville 501 W. State St., Jacksonville, Florida 32202

(904)832-3155 FAX: 632-3393 The Center for the Advancement of Teaching and Learning

FCOJ is an equal opportunity/altimative action college and maintains a smoke

Circle, Washington 20036; (202) 328-

ing," regional conference, Associ-f American Colleges, Philadel phia. Thomas Jeavons, Associate Di-24-28: Business officers. "Intermedial Gatast: Junius Jenvolin, Associate Di-nole of Programs, AAC, 1818 R. Street, N.W., Washington 20009; (202) 387-3760. Association of College and University Business Officers, Monterey, Cal. Con-tact: NAC 000, Professional Development ision of Programs, Adv. W. Washington 20009 (202) 387-3760.

W. Washington 20009 (202) 387-3760.

B. Mathematics. Math workshop. AddiaB. Mathematics. Math workshop. AddiaB. Mathematics. Mathematics. Fin. ConLit. Mathematics. Described Way.

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Radias. Mats. Olbo7; (617) 944-3700.

Sarching for the Silver Lining. "confictsoc. Sain Joseph's University and other
londors. Chestaut Hill. Pa. Contact:
Maky Komada. Director of Student Acbritiss. Saint Joseph's University. 5660.

Gry Avenue. Philadelphia 19131-1395;
1015 060-1073. Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

24-26: Fund raising, "Knowing the Essentials," seminar, John Brown Limited, Harvard Faculty Club, Cambridge, Mass. Contact: 101 , P.O. Box 296, Peterburough, N.11, 03458-0296; (603) 924-3834, Ges. (603), 924-7998. Hoalth, "Beyond the Facts: Promoting Sexual Health in Campus Communities," teleconference, American College Health

215) 600-1075.
21-22: Computers and librarios. "Online, Offine, In-line: Computer Law for the 1907s," conference, Southern Culifornia Association and other sponsors. Contact; Labow & Associates, 1818 West Sunset Drive, Stillwater, Okla. 74074; (405) 743-25: Philosophy. "Symposium in Memory of Morris Weitz," Boston University, Bos-ton, Contact: Robert S. Cohen, Center

189. O Bacados. "Restoration and 18th-Century Women's Voices." annual netting, Aphra Behn Society. New Organs. Contact: Ellen Gardiner. Depurtated English, University of Mississippi, University, Miss. 38677.

1232 Ethnography. "Ethnography in Educator Forum," University of Pennsylvatia, Philadelphia. Contact: Frances Remer, Center for Urban Ethnography, 1900 Walput Street, Philadelphia. 19104-1816; (215) 898-3273. for Philosophy and History of Science, Boston University, Boston 02215. 25-28: Teacher education. "Where Are We Going? Who Will Lead Us There?" annual meeting, American Association of Col-leges for Teacher Education, San Antonio Murriott Rivercenter Hotel, San Antonio, Contact: Sonja Goree or Claude Goldherg, AACLE, Suite 610, One Dupont Circle, Washington 20036-1186; (202)

293-2450.
26: Fund relaing. Seminars. Nova University. Fort Lauderdale. Flu. Contact: Nova University. Office of Continuing Education. 201 Mailman-Hollywood Building. 3301 College Avenue. Fort Lauderdale.

Fla. 33314. 26-28: Costings. Annual symposium of 28-28; Contings, Annual symposium of water-borne, higher-solids, and powder coatings. Southern Society for Coatings Technology and University of Southern Mississippi, New Orleans, Contact: Robson F. Storey or Shelby E. Thames, Department of Polymer Science, University of Southern Mississippi, Mississippi, Southern Mississippi, Mississippi, Mississipp of Southern Mississippl, Southern Sta-tion Rox 10076, Huttlesburg, Miss. 39406-0076; (601) 266-5193.

39406-0076; (601) 266-5193.
26-28: Learning technology, "Learning Technology in the Health-Care Sciences and Interactive Instruction Delivery," conference, Society for Applied Learning Technology, Orlando, Fla. Confact: Program Coordinator, 84(1), 50 Culpeper Street, Warrenton, Va. 22186.
26-29: Minorities, "Equity and Access: Di-

26-29: Minorities. "Equity and Access: Diverse or Diluted?" annual meeting, Pennsylvania Black Conference on Higher Education, Penn Tower Hotel, Philadelphia Contact: Alicin King, Philadelphia Co lege of Pharmacy and Science, 600 South 43rd Street, Philadelphia 19104; (215)

43rd Street, Philadelphia 19404; 1213; S96 8522; Lax (215) 895-1103.

28-March 1: Developmental education, "Celebrating Diversity," annual conference, National Association for Developmental 1-ducation, Sun Antonio, Confact; Silvia Luian, University of Texas-Pan American, 1201 West University Drive. American, 1201 West University Drive, Edinburg, Tex. 78534; (512) 481-2585. Michael Burke, Eastlield College, 3737 Modley, Mesquite, Fox 73150; (214) 324-7169, or James Smith, Frinity Valley Community College, Athens, Yes. 75751;

(2011) 675-6242.

27: International education. "Education in the People's Republic of China." workshop, World Education Services. Washing. ington. Contact: Robert Hunter, (212) 966 6311. fax 12121 966-6395.

Cur, Saite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

22th Women, "Leadership Development Imgan for Women in Higher Education," National Institute for Leadership Development, Columbia, S.C. Contact. Man, 640 North First Avenue, Phoenix 880; (602, 223-4290.

32th Basiness officers, "Treasury/Cash Isaagement," workshop, Nutronal Association of College and University Business Officers, Boston, Contact: Nacupa, Ariossional Development Department, Sale 300, One Dupont Circle, Washington 20036; (2021 861-2520.

32th Fand raising, "The Path to Section 986 6311. fax 1212) 966-6395.
27: Minorities. "Student-College Interview Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Pennsylvania Hall, Philadelphiu. Contact: 55.80-855185, 965 Martin Luther King, Jr., Drive, N.W., Atlanta 30314-2947; (404) 577, 3000.

27: Music. Regional meeting, College Music Society. University of Miami, Miami, Contact: Cais, 202 West Spruce Street, Missoula, Mont. 59802; (406) 721-8616. Missoula, Mont. 59802; (406) 721-9616.
27-28: Fund raising. "Major-Gift Fund Rusing for Deans." workshop, Council for Advancement and Support of Education, Doubletree Marina Del Rey Hotel. 507 2036; (202) 861-2520.

3-251 Find rating. "The Path to Success," seminar, tistitute for Chantable Ging, Dallas Marriott-Quorum Hotel.

Dallas, Contact: 1co., 500 North Michigan Aseme, Chicago 60611; (312) 222-9757.

3-26. bilas-241. Las Angeles Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036;

13 Dapont Citete, Washington 12023 328-5900.

27-28: Information systems. "Human Factors in Information Systems," symposium. Arizona State University-West. ness Programs. Arizona State Universi-ty-West, P.O. Box 37100, Phoenix 85069; (602) 543 4216.

27-29: Ethics. "The Global Village: Ethics and Values," conference, Barry University, Miama, Contact: Barry University, Center for Applied and Professional Ethics, Department of Theology and Philoso-phy, 11300 N.E. Second Avenue, Miami Shotes, Fla 33161-6695, (305) 899-3410. t 27-29: Minorities. "Strengthening Ou Youre," conference. Asian and Pacific Americans in Higher Education, Sheraton Place La Reina Hotel, Los Angeles.

Minother, "Student-College Intersiew of Station," Southeastern Regional Office Station, Southeastern Regional Office Stational Scholarship Service and Intersection of Stational Towers Hotel, Pattsburgh, Contact, Towers Hotel, Pattsburgh, Contact, Ir., Drive, N.W., Alfanta 30314-143, (604) 577-3990. ton Plata La Reina Hotel, Los Angeles.
Contact: (714) 564-6141.
27-March 2: Aging. "Getting to Know
You Building Partnerships Among the
Insciplines and Professions." annual
meeting, Association for Gerontology in
Higher Education, Stouffer Herborplace
Hotel, Bultimore. Contact: AGRE, Suite
410, 1001 Connecticut Avenue, N.W.
Washingston 20036-5504; (202) 449-9277.
27-March 3: Peaps standes. "Conflict and As individual advancement. Sharp-cing four lastitutional Image, "work-ton Council for Advancement and Sup-ter of Education, Forum Hotel, Chica-in Collect: Case, Suite 400, 12 Disport

Change in the 1990's: Redefining Power, Democracy, and Development," unaual meeting, Peace Studies Association, Uni-

versity of Colorado, Boulder, Culo, Con-lact: PSA, Campus Box 471, University of Colorado Boulder, Colo. 80309-0471; (303) 492-77[8.

173-March 1: Psychology, "National Femi-nist Psychology Conference: Women's Reulities, Women's Visions," Association for Women in Psychology, Sheraton at Shoreline Square Hotel, Long Beach, Cul. contact: Patricta Rozee, P.O. Box 15743, Long Beach, Cal. 90815; (213) 985-

28-29: Art therapy. "Exploring the Boundaries: Art and Mental Health," confer-

ence, University of Utah, Salt Lake City. Contact: Cathy Stringham, University of Utah. Conferences and Institutes, 2174 Annex Building, Salt Lake City 84112; (801) 581-5809.

28-29: Philosophy. "The Implications of Realism and Antirealism for Epistemolo-By." conference, Santa Clara University Santa Clara, Cal. Contact: Christophe B. Kulp, Philosophy, Santa Clara University, Santa Clara, Cul. 95053. 28-March 1: Broadcasting. National con-vention for school- and college-radio broadcasters, Intercollegiate Broadcasting System. New York. Contact: Jeff Tellis, 185, Box 392, Vails Gute, N.Y. 12584-

28-March 1: Higher education. "Workload and Productivity: New Definitions and Increasing Demands," conference on higher education, National Education Association, San Diego Princess Resort Sun Diego. Contact: Christine Maitland Coordinator, Higher Education Conference, NEA, 1201 16th Street, N.W., Washington 20036-3290; (202) 822-7162. 28-March 1: Music. "Playing (Less) Hurt, conference, University of South Florida and other sponsors, Clearwater, Fla. Contact: Lagretta Lenker or Don ()wen, University of South Florida, 4202 East Fowler Avenue, Exs 048, Tampa, Flu. 33620; (813) 974-2403.

Continued on Following Puzz

CONFERENCES

0592; (914) 565-6710, fax (914) 561-1932.

Announcing the

GAPFAC NATIONAL FORUM

Graduate and **Professional Schools:** Influencing the Policy **Making Process**

February 25 and 26, 1992

incation Washington-Marriott Hotel 1221 22nd and M Streets Washington, DC 20037 (202) 872-1500

Agenda Highlights:

Featured Speakers and Activities

February 25, 1992

Dallas Martin National Association of Student Financial Aid Administrators

> Mark Heffron American College Testing

Ted Bracken Consortium on Financing Higher Education

Ruth Lammert Reeves Georgetown University School of Law

> William Blakey Clohan and Dean

Trip to Capitol Hill and Reception February 26, 1992

Reports on Hill meetings

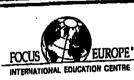
Undate from the Department of Education

For registration materials and further information, please contact:

> Susan Coverdale GAPFAC Educational Testing Service MS 31-V Princeton, NJ 08541-0001 (609) 951-6551

> > \$2,450

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September 5-September 20 3. Western Europe: EC 1992 (Bonn, Salzburg, Luxembourg, The Hague, Brussels, Copenhagen)

\$2,525 October 24-November 8 4. Central and South Europe (Berlin, Kracow, Prague, Budapest, Vienna)

Prices include transatlantic airfare and all costs for ground transport, hotels and meals in Europe. Each group of U.S. and Canadian educators will be joined by European colleagues to maximize the interchange.

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Mail: IUC-Focus Europe 1801 18th Street, Northwest, Second Floor, Washington, D.C. 20009

Coming Events

Continued From Preceding Page 29: Drug abuse. "Annual Intercollegiate Prevention Forum: Campuses and Conmunities-Pariners in Preventing Alcohol and Other Drug Problems." Sun Dieno Area Intercollegiate Consortium, University of San Diego, San Diego, Contact: Nancy Kaihatsu, Alcohol, Tobacco, and Other Drug Studies, University of Cali-fornia Extension 0176, 9500 Gilman Drive, Lu Jolla, Cal. 92093-0176; (619)

29: Philosophy. "Which Computers Can Think?" symposium, University of New Hampshire, Durham, N.H. Connet: Ken Westphal, Department of Philosophy.

locaust and Church Struggle: Religion Power, and the Politics of Resistance," annual scholars conference on the Ho caust and the German-church struggle. University of Washington, Scattle. Contact: H. G. Locke, University of Washington, MS:DC-13. Seuttle 98195; fax (206) 543-1096.

1-3: Business education, "Going International: a Mini-Workshop Series," semi

CONFERENCES, CALLS FOR PAPERS

Conference On

Leadership and Social Responsibility April 10-12, 1992

Sponsored by **Monmouth College** West Long Branch, New Jersey

The conference will serve as a forum for educators, scholars, managers, and human resource personnel to exchange ideas and practices on the development of broad-based leadership and social responsibility in our schools, businesses, and communities.

Second Call For Proposals: Papers and Workshops

Topics might include:

- Conceptualizing and teaching for leadership in the 21st century the curriculum and the pedagogy;
- Conflict resolution—teaching strategies and applications; Collaborative learning, leading, and problem-solving;
- Building team-based, horizontal organizations
- Exploring and developing social responsibility in students, educators, corporations, and employees;
- Leadership issues for women and people of color: Community partnerships and community service.

Deadline for 300-word proposal: February 15, 1992 The proposal will serve as a program abstract.

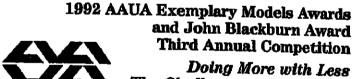
The conference fee is \$115.00 per person. For further information, hotel accommodations, or to register contact:

Gloria Nemerowicz Dean, School of Arts and Sciences/Vice Provost Saliba Sarsar

Assistant Dean for Leadership Initiatives Monmouth College, West Long Branch, New Jersey 07764

Partially supported by the New Jersey Department of Higher Education Grant for Excellence Initiatives and The W.K. Kellogg Foundation

Call for Proposals American Association of University Administrators



and John Blackburn Award Third Annual Competition Doing More with Less The Challenge of Constraints Deadline February 24, 1992

The American Association of University Administrators (AAUA) has created the Exemplary Models Competition to recognize outstanding examples of academic administration and to publicize creative solutions to common problems in higher education. This year AAUA is seeking proposals in three

Total Quality Management (TQM) in Higher Education Enrollment Management

Institutional Budget and Financial Management

Those submitting the winning proposal in each area will act as respondents and present their projects at the AAUA National Assembly XXI, Friday June 12 to Sunday June 14, 1992 in Cincinnati, Ohio. Abstracts of winning proposals will be published in the AAUA's Journal for Higher Education Manage.

Proposals consist of a cover page available from AAUA, a one-page abstract, and a maximum five-page summary of the project or initiative. Notification date: Monday, March 30, 1993.

For a copy of the application form or further information contact: Susan B. Kaplan, AAUA General Secretary, 2121 Eye Street, Washington, DC 20052, Phone (202) 994-6503, Fax (202) 994-0654

Jerome L. Neuner, Awards Committee Chair, Canisius College Buffalo, NY 14208, Phone (716) 888-2120, Fax (716) 888-2525

mined. Contact: AACSB, 605 Old Ballas Road, St. Louis 63141; (314) 872-8481. tion tesearch. Annual meeting Eastern Educational Research Associa ion, Hyatt Regency Hotel, Hilton Head Chair, Fera, 6 Kaylas Way, Mullica Hill

Chair, E.RA., 6 Kaylas Way, Mullica Hill, N.J. 08062; (609) 478-4299. 1-4: Higher education. "Successful Col-lege Teuching and Administration," con-ference, University of Florida and Texas Tech University, Orlando, Fla. Contact: University of Florida, Divi-sion of Continuing Education, 3207 N.W. 13th Street, Gainesville, Fla. 32609-3476; (944) 302-1701.

2-3: Business officers. "Fotal Quality Man agement." workshop, National Associa tion of College and University Busines Officers, San Diego. Contact: NACURO, Suite 500. One Dupont Circle, Washing-

ton 20036, (202) 861-2520.

■ 2-3: Management. "Making the Optimal Use of Resources," workshop, on/Ed Laboraturies, Oriental, N.C. Contact: OR/Ed, P.O. Box 888, Oriental, N.C.

28571; (919) 249-3040. 2-4: Marketing, "Developing a Strategi Marketing Plan," workshop, Council fo Advancement and Support of Education Parc Fifty-Five Hotel, San Francisco

Contact: CASE. (202) 328-5900.
3-7: English as a second language. Annual convention and exposition, Teachers of English to Speakers of Other Languages, Vancouver, Hritish Columbia. Contact: TESOL. Suite 300, 1600 Cameron Street. Alexandria, Va. 22314; (703) 836-0774

Ash Wednesday

 4: Minorities. "Recruiting and Retaining Minority Students, Faculty, and Admin istrators: Strategies for the 90's," teleconference, Black Issues in Higher Edu cation. Contact: Black Issues in Higher Education, (703) 385-2981.

4: Training, "High-Performance Educa-tion: Meeting Employers Needs," tele-conference, Dallas County Community College District and other sponsors. Coninci: Jeff Rodman, (214) 952-0332.

4-7: Computers and libraries. "Computers in Libraries," conference and exhibition. Computers in Libraries magazine. Sheraton Washington Hotel. Washington. Contact: Meckler Conference Management. 11 Ferry Lane West, Westport, Conn 06880; (800) 635-5537 or (203) 226-6967 4-7: Women, "Colors of the Heart: Build-ing Community, Caring for Solf." annual conference, National Association for Women in Education, Saint Anthony Ho-

tel, San Antonio. Contact: NAWr., Suite 210, 1325 18th Street, N.W., Washington 20036; (202) 659-9330, fax (202) 457-0946. 5: Minorities. "Student-College Interview Session." Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Renaissance Center, Detroit. Contact: SERO-NSSFNS. 965 Martin Luther King, Jr., Drive, N.W., Atlanta 30314; (404) 577-3990.

See Admissions. College fair. National Association of College Admission Counselors, John B. Hynes Auditorium, Boston. Contact: NACAC, (703) 836-2222.

Contact: NACAC, (703) R36-2222.

8-8: Gooperative aducation. "Legal Aspects in Cooperative Education," Iraining program. Northeastern University. Boston. Contact: Donna Daylor, Northeastern University. Center for Cooperative Education, 503 Steurns Center, Northeastern University. Boston 02115; (617) 437-3774, fax (617) 437-3402.

8-6: Institutional advancement. "Making Your News Service More Effective," workshop, Council for Advancement and Support of Education, Sheraton—Society Hill Hotel, Philadelphia. Contact: CASE, (202) 328-5900.

8-7: Humanities. "The Old French Lance-

(202) 328-3900.

5-7: Humanities. "The Old French Lancelot-Grail Cycle," conference. National
Endowment for the Humanities. University of Toxas, Austin, Tex. Contact: William W. Kibler or James I. Wimsnit,
French and Italian, University of Texas,
Austin, Tex. 78712; (512) 471-5531.

8-7: Philosophy "Payers Discription and

8-7: Philosophy. "Power, Pluralism, and Post-Modernism." meeting, Society for the Advancement of American Philoso-Stikkers, Philosophy Department, Seat-ile University, Seattle 98122.

5-71 Social Images. "The Image of War in

iociely, and the Media

Literature, Society, and the Media," conference, Society for the Interdisciplinary Study of Social Images, Colorado Sprinse, Contact: Steve Kapian, Department of English and Foreign Languagos, or Will Wright, Department of Sociology, University of Southern Colorado, Pueblo, Colo. 81001; (719) 549-2104.

6-8: General education: "Multiculturalism and Education: the Way Ahead" conference, Association for General Education International, Denton, Tex. Contact: AGEI Academic Core Programs, University of North Texas, Denton, Tex. 76203; (817) 565-3305, fax (817) 565-4517.

6-8: Etinio studies. "Ethnicity and Racism," annual conference, National Association for Ethnic Studies, Florida Atlantic University, Boca Raton, Fla. Contacti Johnny Washington, (407) 367-3868.

6-8: International Issues. "International Security: the Environmental Dimension," symposium, Tufts University,

Medford, Mass. Contact: S. Teichman, Director, Education for Public Inquiry and International Citizenship, Miner Hall, Tufts University, Medford, Mass.

02155: (617) 381-3314. 5-8: Teaching, "Lilly Conference on College Teaching—West," Miami University, Lake Arrowhead, Cal. Contact: Laurie Richlin, (513) 767-6450.

Deadlines

symbol (=) marks items that have not appeared in previous issues of The Chronicle.

FELLOWSHIPS

February 14: International studies. Applica tions for dissertation and postdoctora fellowships for advanced German and European studies, with residence at the Free University of Berlin, Contact: Social Science Research Council, 605 Third Avenue, New York 10158.

February 15: Environmental science and en-gineering. Applications for resident sum-mer fellowships. Contact: Environmental Science and Engineering Program, Amer ican Association for the Advancement of Science, (202) 326-6600.

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for Rockefeller Foundation fellowships Contact: Evelyn Hu-DeHart, Director, Center for Studies of Ethnicity and Ruci America, University of Colorado, (303)

abrusy 15: Global change. Applications for Global Change Distinguished Post-doctoral Fellowships, sponsored by the Department of Energy, Contact: Global Change Distinguished Postdoctoral Fellowships, Science/Engineering Educa-tion Division, Oak Ridge Associated Universities, (615) 576-5805

February 15: Philanthropy, Applications for doctoral fellowships for research in phi-lanthropy, Contact: Center on Philan-thropy, (317) 274-4200.

Pabruary 15: Science and engineering. Ap-plications for two-year fellowships in the White House Office of Science and Tech-nology Policy. Contact: AAAS Sloan Ex-cutive Branch Science and Engineering Fellows Program. American Association for the Advancement of the Advancement of for the Advancement of Science, 1333 11 Street, (202) 326-6600.

Fabruary 15: Women in medicine. Applica-tions for summer fellowships for research using the Archives and Special Collec-tions on Women in Medicine. Contact: Archives and Special Collections on Women in Medicine, Medical College of Pennsylvania, 3300 Henry Avenue, Phila-delphia 19129.

Pebruary 28: Humanities. Applications for visiting fellowships in the humanities. Contact: Jacqueline Murray. Director. Humanities Research Group, University of Windows of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4; (519) 253-4232. ext. 3508, fax (519) 973-7050.

February 29: Humanitlea curriculum. Appli-cations for American Council of Learned Societies Fellowships In Humanities Curriculum Development. Contact: Fellowships Office, American Council of Learned Societies, 228 East 45th Street, New York 10017-3398, March 1: Arican atudents. Applications

from doctoral students from sub-Saharan Africa for Rockefeller Foundation African Dissertation Internship Awards.
Contact: African Dissertation Internship
Awards. Rockefeller Foundation, 1133 Awards. Rockefeller I'd

Avenue of the Americas, New York 10036. March 15: Black studies. Applications for Rockefeller Poundation fellowships. Contact: Owen Tolbert, Office Manager, Center for the Study of Black Literature and Culture, University of Pennsylvania, 3803 Walnut Street, Philadelphia 19104. March 15: Humanities. Applications from faculty members at historically black colleges and universities for fellowships for staduate study in the humanities. Constact: Catherine Brown Tkacz. Division of Pellowships and Seminars, National Endowment for the Humanities, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0466.

March 15: International Issues, Applications for Hubert H. Humphrey Pellowships for unclassified doctoral-dissertation research in arms control and disar-

tion research in arms control and disar-mament. Contact: Hubert H. Humphrey Fellowship Program, Operations Analy-

sis, U. S. Arms Control and Disarmeter Agency, Washington 2054], (For India

February 7: Environment, Application cooperative agreements or stant to projects in environmental education is specified in Section 6 of the National Education Act. Costant (703) 847-3036 between 1:00 and [5] projects Educated Time Standard Time Sta p.m., Eastern Standard Time, 1For L. (213), Colo. 803 ther information, see Federal Region. 39, 947-7727.

1. 39.49.7727.
Many 14: Higher aducation. Manuscripts
Many 14: Higher aducation in Issues & Impaitersaible publication in Issues & Impairies
Topinati, Mich. 48197.
Topinati, Mich. 48197. December 10, Pages 64,513-4.)
February 14: Technology and ethics. Applications for grants for on-campus lecture. Contact: GTE Corporation Lecturely Program, P.O. Box 6317, Princelon, N.1 URS41-6317; (609) 951-6507.

UN3-91-6317; (609) 951-6507.

February 1E: Philanthropy, Applications for tracts: Center on Philanthropy, Sunt 201
550 West North Street, Indianapola 46202; (317) 274-4200.

February 26: Energy bloodieness. Philanthropy Control of the Invisible and the Invisible and the Invisible and Indianapola 46202; (317) 274-4200.

February 26: Energy bloodieness. Philanthropy Control of the Invisible and Folking Control of the

Street 18: laterdisciplinary studios. Pro-

gar for the theme with the con-gar for possible presentations at a con-tance, to be held in May in Corner

Ind Newfoundland, Contact: Michael Inte or Georg Gunther, Sir Wilfred

Grakii College, Memorial University of kafaundhaud, Corner Brook, New-isedand A2H 6P9; (709) 637-6333. fax

War 18: Rural families. Proposals of

te tene "Children, Youth, and Fam-

in," for possible presentations at the same Rural Families Conference, to

balling sural remnites Conference, which is best and the sural remailies. Conference Division of Continuing Education.

Suss State University. Manthattan.

Sus 6606; (800) 432-8222 or (913) 532-

buy 18: Women and writing. Expays on

te theme "Women's Positions in Con-tenorary Writing," for possible public attention Mid-American Review, Contact

Gona Still, non-fiction editor, Mid-

Sirmy 24: Administration. Proposition of the them "Doing more With Less: the Callege of Constraints" for considerating for the Exemplary Models Award and the John Blackburn Award, and for

realise presentation at the unnual as-mathy of the American Association of

reprilicutions for research arants in thets ergy biosciences. Conlact: Program hy tice 92-3. Department of Energy, Office 92-3. Department of Energy, Office 92-3. Department of Energy, Office of Busic Energy Sciences, ER-17, Daysion of Energy Biosciences, Washington 20585 or Pat Snyder, (301) 903-287. We further information, see Federal Resistor. November 29. Pages 61,004-5.)

March 18: Higher education, Application for grants for College-School Patterships to Improve Learning of Estenial Academic Subjects. contact: Stems Marshall. Fund for the Improvement of Postsecondary Education, Departmend Education, Room 3100. Regional Office Huilding 3, Seventh and D Streets, Sw. Washington 20202-5175. For further information, see Federal Register, Januar 14, Pages 1,628-9.) (avina, Chapel Hill, N.C. 27599-3160; 08) 966-1641.

tions for participation in the Asheville batilities for participation in the Asheville batilities on General Education, to behild in June in Asheville, N.C. Conact of fice of Programs, Association of Anglein Colleges, 1818 R Street, N.W., Washington 20009; (202) 387-3760. obrugry 24: Art. Applications for paricip

tion in a summer institute on Mexicano-lonial art, to be held in Albuqueque. N.M., and Mexico City. Contact: Neucan Colonial Art Institute, Latin Ameri can Institute, University of New Metio, Albuquerque, N.M. 87131-1016.

Albuquerque, N.M. 87131-1016.
March 1: Humanitien. Applications from fuculty members for participation in sumer seminars for college teachers. Contact: Michael L. Hull, Division of Fellowships and Seminars, National Endoment for the Humanities, Room 316-KM. 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0463.

March 2: Aufan literature. Applications

March 2: Aulan literature. Application Southeast Asian literature in tre to he held in June and July in Am Arbo Mich. Contact: Center for South and Southeast Asian Studies, 130 Lane Hall, University of Michigan, Ann Arbor. Mich. 48109-1290. (This is an extension

Mich. 48109-1290. (This is an extension of the deadline announced earlier.)

March 2: Historical archaeology. Applications for participation in a summer institute in historical archaeology. Const. Robert W. Wharton, Executive Director. Flowerdew Hundred Poundation, 1611 Flowerdew Hundred Road, Hopesell. Vol. 23860, 19943. 541-2807

Va. 23860; (804) 541-8897.

March 18: Education management, Applications for participation in the Management Development Program, to be held in June and July in Cambridge, Mass. Control of the Management Development Program. lact: Management Development Program, 339°C Guirman Library, Harvari Oraduate School of Education, Cambridge, Mass. 02138; (617) 495-3572.

February 3: Higher education. Proposal for possible presentations at a national conference or racial and ethnic relations is the building of t American higher education, to be held in June in San Francisco, Contact: Masse Abudu, Executive Director, Southert Center for Human Relations Studies

Center for Human Relations 31-20. University of Oklahoma, Suite 500, 1600
Asp Avenue. Norman, Okla. 73037-000.
Fobruary 3: Interdisciplinary programs. Abstracts of papers for possible presention at a national conference on non-the ditional and interdisciplinary programs. to be held in May in Virginia Beach. Contact: Sally Reithfingshoefer. (703) 991tact: Sally Reithlingshoe 2109, fax (703) 993-2098.

tact: Sally Reithfingshoeter, view 12109, fax (703) 993-2098.

February 3: Environmental studies, Papell on the theme "Remote Sensing for Merica and Coastal Environments: Needs and Solutions for Pollution Monitories, and Abatement," for possible presentation at a conference, to be held for the presentation at a conference, to be held for the presentation at a conference, to be held for the presentation of the presentations of the possible presentations at a conference to be held in March and April in Normals.

Kaplan, General Secretary, AAUA, 2121 l Street, N.W., Washington 20052; (202 994-6503, fax (202) 994-0654.

February 28: Affirmative action. Abstract of papers on the theme "Expanding th 14: Emiranmental studies. Ab-Dinlogue: Allitmative Action in the 21st Century" for possible presentation at a E-ners and Environment: Fiducation . facility and Research, for possible regional conference of the American As-sociation for Affirmative Action, to be held in September in Eugene, Ore. Con-tact: Dinne Wong, Special Assistant to statation at a conference, to be held it in Notice County Connects Participal Monters, Civil Engineering Departing. Colorado State University, Fort. (cl.), Colo. 80523; (303) 491-7425, fux the President, Office of the President, University of Oregon, Eugene, Ore. 9740.1; (501) 146-1016. Fobruary 28: Human-science research. Ab-

stracts of papers on the theme "The Her-mencutic Circle of Understanding: Voice, Narrative, and Meaning in the Life-Worlds of Children and Adults," for possible presentation at an international conference on human-science research, to be held in June in Rochester, Mich. Contact: Marc Bried, Institute for Action Research, Oakland University, Roches ter, Mich. 48309-4401; (313) 370-4233 o (313) 370-4160, fax (313) 370-4239.

February 29: Trusteeship, Proposals on the theme "Taking Trusteeship Seriously," for possible presentations at a sympo sum, to be held in October and November in Indianapolis. Contact: Robert E. Fogal, Center on Philanthropy, Indiana University-Purdue University, Suite 301. 46202-3162.

March 1: AIDS orisis. Manuscripts on the theme "The Politics of AIDS," for possi-ble publication in *Proteus*. Contact: *Pro-*teus, 302 Old Main, Shippensburg University, Shippensburg, Pa. 17257; (717) 532-1206.

March 1: Humanities. Manuscripts on the March 1: Humanities, Manuscripts on the theme "Exploration and Discovery" for possible inclusion in the issue of Weber Studies: an Interdisciplinary Humanities Journal marking the Columbus quincentermal. Contact: Neith C. Seshuchari, Editor, Weber Studies, Weber State University Costan, 1964, 934 (1981). versity, Orden, Utah 84408-1201.

March 1: Minorities. Proposals on the tion: an Institutional Response." for possible presentations at a conference, to be held in November in Columbus, Ohi Contact: Office of Continuing Education Ohio State University, 152 Mount Hall Onto State Oniversity, 132 Mount 1140, 1050 Carmack Road, Columbus, Ohio 43240-1002; Eas (614) 292-0492, or call K. B. Montagno, (614) 292-8860 or J. W. Morris, (614) 292-8571.

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March 1: Sexual seeault. Proposals on t theme "Sexual Assault on Campus," fo passible presentations at an international conference, to be held in October in Orlando, Fla. Contact: Alan McEvoy, De-partment of Sociology, Wittenberg University, Springfield, Ohio 45501. birmsly Administrators, to be held in March 8: Women's studies. Abstracts of papers on the thome "Women: Voices.

PROTEUS Call for Papers

CALLS FOR PAPERS

The Politics of AIDS

Figure are invited on a specific issue dealing with the worldwide AIDS this Proteus is interested in the political causes and effects of this modern plague that raises issues concerning medical research, health ore, morality, ethics, and criminal behavior. Studies also may concentage on providing psychological, religious, historical, and economics Penpectives; on the present and future consequences of the AIDS epidemic or on the impact of AIDS on the Third World countries of Africa and Latin America,

Deadline for manuscripts is 1 March 1992

ripts are to be typed, double-spaced, and follow either the MLA or APA in-text formats. Articles are not to exceed 5.0(x) words with 3000 words the preferred. Send four (4) copies plus a self-addressed tamped anyelope for return of manuscript to: Proteus, 302 Old Main, Supensburg University, Shippensburg, PA 17257 (717) 532-1206.

Visions, and Vexations," for possible presentation at an interdisciplinary con-ference, to be held in September in Howling Green, Ky. Contuct: Program Com-mittee, Women's Studies Conference, PAO 200, Western Kentucky University. Bowling Green, Ky. 42101; (502) 745-5767 or (502) 745-5728, fax (502) 745-

March 11: Learning centers. Manuscripts for possible publication in Issues in Collene Learning Assistance Centers. Contact: Elnine Caputo-Ferrara, Educationa Collaboration Associates, Box 1820, Staten Island, N.Y. 10314; (718) 983-

March 15: Ronald Reagan, Proposals for pussible presentations at a conference,
"Ronald Reagan: 40th President of the
United States," to be held in April 1993 in
New York. Contact: Natalie Datlof or
Alexel Ugrinsky, Conference Coordinators, Hofstra Cultural Center, Hofstra University, Hempstead, N.Y. 11550;

University, Hempstead, N.Y. 11550; (51b) 463-5669.

March 31: Philosophy. Papers for possible presentation at an international congress on violence and human coexistence to be held in July in Montreal. Contact: Venunt Cauchy, Philosophy Department, University of Montreal, Montreal H3C 337, Capada.

Canada.

Adult students. Proposuls on the theme
"The Adult Learner: Programs to Attract, Reiain, and Educate Older Students," for possible presentations at a conference, to be held in May in Columbia, S.C. Contact: National Conference on the Adult Learner, University of South Carolina, Division of Continuing Education, Sulte 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803) 777-9147.

Blography. Short biographies of distin-guished Americans who died during the years 1971 through 1980 for possible inclusion in the Dictionary of American B ography. Contact: Kuren B. Markue, State University of New York Muritime College. Fort Schuyler, Bronx, N.Y.

February 3: Humanities. Applications from tions seeking to serve as hosts to Rockefeller Foundation fellows in the hu-munities. Contact: Humanities Fellow-ships. Rockefeller Foundation, Arts and on, 1133 Avenue of the Americas, New York 10036.
February 3: Student ald. Applications for in

stitutional eligibility and certification fo participation in the campus-based Perkins Loan, College Work-Study, and Supplemental Educational Opportunity Supplemental Educational Opportunity Programs. Contact: Carol F. Sperry, Director, Division of Bilgibility and Certification, Office of Postsecondary Education, Department of Education, Room 3030, Regional Office Building 3, 400 Maryland Avenue, S.W., Washington 20202-5242; (202) 708-4906. (For further information, see Federal Register, January 6, Pages 510-11.)

ary 6, Pages 510-11.)
February 15: History of nursing. Manuscripts on the history of nursing for consideration for the Lavinia L. Dock Award or the Teresa E. Christy Award. Contr Ellen D. Baer, Center for the Study of the Hilen D. Baer, Center for the Study of the History of Nursing, University of Pennsylvania, School of Nursing, 307 Nursing Education Building, Philadelphia 19104-6086; (215) 898-8287.

February 24: Software, Software in the natural sciences, social sciences, or account of the statement of the sciences.

February 24: Software. Software in the nurural sciences, social sciences, or accounting for consideration for EDUCOM Higher Education Software Awards. Contact: Higher Education Software Awards Program. Attention: Cail Miller. Computer Science Center, Building 224, University of Maryland, College Park, Md. 20742-2411.
February 28: Philanthropy and education. Disertations accepted and articles.

Pebruary 28: Philanthropy and education.
Dissertations accepted and articles, monographs, and books published during the 1990-91 academic year for consideration for the John Grenzebach Awards for Outstanding Research in Philanthropy for Education. Contact: Judy Diane Grace, Director of Research, Council for Advancement and Support of Education. Suite 400, 11 Dupont Circle, Washington 20036-1261; (202) 328-5985.

20030-1201; (202) 326-3963.

March 1: Arts and humanities. Applications from artists and scholars for participation from artists and schools for particles in the residency program of the Ucross Foundation, which provides individual work space and living accommodations for periods of two weeks to four months. Contact: Residency Program, Ucross Foundation, 2836 U.S. Highway 14-16 Foundation Highway 14-16 Foundat East, Clearmont, Wyo. 82835; (307) 737-1 March 4: Teacher education. Application

March 4: Teacher education. Applications from states for funds for scholarships un-der the Paul Douglas Teacher Scholar-ship Program. Contact: Fred Sellers, Chief, State Grant Section, Office of Stu-Chief, State Grant Section, Office of Student Financial Assistance, Department of Education, Washington 20202-5447; (2021) 708-4607. (For further information, see Federal Register, January 2, Pages 53-4.) March 94 History, Proposals from institutions wishing to belo the Organization of American Historians publish Magazine of History, Contact: Kara Hamm, Magazine of History, 112 North Bryan Street, zine of History, 112 North Bryan Street, Bloomington, Ind. 47408.

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